

PRIVACY STATEMENT IN THE CONTEXT OF SELECTION AND RECRUITMENT

WHY AND HOW DO WE PROCESS YOUR DATA?	The European Fisheries Control Agency is committed to respect the right to data protection. As the EFCA collects and further processes personal data to select and recruit temporary agents (TA), contract agents (CA) and seconded national experts (SNE), it is subject to Regulation (EU) 2018/1725 ¹ .
DATA CONTROLLER	Your personal data will be under the responsibility of: HEAD OF UNIT 1 EUROPEAN AGENCY FOR FISHERIES CONTROL (EFCA) AVDA. GARCÍA BARBÓN, 4, E-36201 VIGO
LEGAL GROUND/S	This activity is carried out by the Agency based on public interest under: <ul style="list-style-type: none"> - Regulation (EU) 2019/473², Article 28. - Staff Regulations of Officials (SR) and the Conditions of Employment of Other Servants of the European Communities (CEOS), in particular Arts. 27-34 (SR) and Arts. 12-15 and 82-84 (CEOS); - Decision No 15-W-07 of the Administrative Board of EFCA of 22 December 2015 laying down general implementing provisions on the procedure governing the engagement and use of temporary staff under Article 2(f) of the CEOS; - Decision No 19-W-4 of the Administrative Board of EFCA of 20 June 2019 on the general provisions for implementing Article 79(2) of the Conditions of Employment of Other Servants of the European Union, governing the conditions of employment of contract staff employed under the terms of Article 3a thereof; - Commission Decision C(2013) 8970 of 16 December 2013 laying down general implementing provisions concerning the criteria applicable to classification in step on appointment or engagement as adopted by analogy by Decision No 14-W-1 of the Administrative Board of EFCA of 13 March 2014 on the adoption of General Implementing provisions to the Staff Regulations; - Decision No 09-I-07 of the Administrative Board of EFCA of 19 March 2009 concerning the revised rules for Seconded National Experts as amended by AB Decision 18-I-8 of 14 March 2018.
WHAT DATA WE COLLECT?	<ul style="list-style-type: none"> - Extract of Criminal Record (only for candidates who have been offered a contract). - Documents issued by the applicant/candidate which state or confirm work experience and a specific status. - European CV: surname, first name, telephone, fax, e-mail, address, nationality, date of birth, gender, work experience, education and training, mother tongue, knowledge of other languages, personal skills and competences, other skills and competences, driving licence. - Declaration of honour, Motivation Letter, Legal Entity and Financial Identity Forms (for those invited to the interview having the right to be reimbursed) - EFCA documents: documents issued by EFCA for processing selection and recruitment (stating status or information related to the applicant or candidate, e.g. letters, job offer, contract, classification sheet, evaluation sheets, selection documents, decisions, exchange of letters, call for expression of interest and minutes of selection for SNE if applicable, offer letter for SNE, declaration of conflict of interest).

¹ Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data

² Regulation (EU) [2019/473](#) of the European Parliament and of the Council of 19 March 2019 on the European Fisheries Control Agency

<p>WHO HAS ACCESS TO YOUR DATA?</p>	<ul style="list-style-type: none"> - Staff of Resources and IT Unit processing recruitment files. - Members of the Selection Board, which may include external members (Non-EFCA staff), who are professionals (officials or agents) of the EU Institutions or other EU Agencies and/or persons who act as advisors who may be called by the Selection Board to attend or advise for the assessment. - EFCA Executive Director. - Only for the purpose of clarifying specific questions related with selection, assessment, verification, the pertinent selection documents may be disclosed as well to other EFCA staff (Legal staff, Head of Unit of the pertinent unit). - For verification/evaluation purposes, data may be disclosed to issuing entity of educational credentials. Disclosure of data for verifying work experience may only be made following consent of the data subject. - Should the applicant's name be put on a reserve list and should a similar vacancy arise in another Unit, the Head of Unit (and/or Head of Sector) to which the vacancy belongs can have access to the CV and results of the evaluation of the applicant. <p>The ICT Sector in its function of technical control of data systems including emails and data storage may have access to the data and process for technical purposes within the normal security framework.</p>
<p>HOW DO WE PROTECT YOUR PERSONAL INFORMATION?</p>	<p>A number of technical and organisational measures have been put in place by the Agency. Technical measures include appropriate actions to address online security, risk of data loss, alteration of data or unauthorised access according to the EFCA Information Security Policy. Organisational measures include restricting access to the personal data solely to authorised persons with a legitimate need to know for the purposes of this processing operation.</p>
<p>HOW LONG DO WE KEEP YOUR DATA?</p>	<ul style="list-style-type: none"> - Recruited applicants/engaged SNE: 10 years as of the termination of engagement. - Non-recruited applicants/non-engaged SNE: 2 years following the recruitment procedure. - Non-recruited applicants on the reserve lists: 2 years following the termination of its validity. - "Accreditation of criminal record" form: as long as the personal file is kept (extract of Criminal Record is returned to the data subject immediately after the form is completed). <p>Sensitive data such as disability is deleted once no longer necessary for recruitment or reimbursement purposes or following the date when any follow-up procedure has been completed. However, in the case of successful applicants, such data can be forwarded to the personal file in case special arrangements are required throughout the whole period of employment.</p>
<p>YOUR RIGHTS AS DATA SUBJECT</p>	<p>You have the right to access all your personal data, including the supporting documents, and may request them to be updated and rectified, blocked or erased. However, data demonstrating compliance with the eligibility and selection criteria may not be updated or corrected after the closing data for the respective selection procedure.</p>
<p>CONTACT INFORMATION AND RECOURSE</p>	<p>For any questions or concerns, if you would like to exercise your rights or submit a complaint, you may address the Data Controller orally, by email or by paper.</p> <p>You may also contact the EFCA Data Protection Officer: EFCA-DPO@efca.europa.eu</p> <p>If you consider that your rights under Regulation 2018/1725 have been infringed as a result of the processing, you are entitled to have recourse at any time to the European Data Protection Supervisor (EDPS): EDPS@edps.europa.eu</p>