



GDPR PRODUCT READINESS & ROADMAP

From now to May 25th (and beyond), we are committed to enhancing Vincere with functionalities to help you manage your recruiting activities and compliance with GDPR.

We set you up for GDPR Compliance on 2 levels:

MACRO

Vincere keeps your data always safe and secure by investing in state-of-the-art security infrastructure

MICRO

This refers to how Vincere can help you manage your candidates data (all the nitty-gritty aspects of GDPR)

Compliance on a Micro-level

The path to compliance is clear with our Candidate Portal which will facilitate the following:

1. Request Candidate Consent ([Article 7](#)):
 - a. To keep candidate's data
 - b. To contact candidates for relevant future job opportunities

2. Give Candidate Access to data
 - a. Correction or deletion of data ([Article 17](#))
 - b. Right to restrict processing of data ([Article 18](#))
 - c. Right to object processing of data ([Article 21](#))

3. Legitimate interest for processing data
 - a. Read the latest ICO released legitimate interests guidance [here](#).
 - b. Further reading on email marketing [here](#).

1. Consent

In Vincere, we're adding features to make collecting, tracking and managing consent in a GDPR-compliant way as straightforward as possible.

We'll be adding a new privacy section in each candidate's profile to allow you to track compliance.

Privacy | GDPR

Consent	Yes		Consent level	Full registration
Explicit consent	Yes		Data being processed under legitimate period	Yes
Person informed how to exercise their rights	Verbally		Request to withdraw	Yes Sales Admin ✕
Request through	Email	09-05-2018	Request to be forgotten	No
Obtained through	Email	09-05-2018	Notes Journal	
Expires	Yes	09-05-2019		
Obtained by	Admin			

New multi-select field to track Consent: Consent Status

SEARCH EVERYTHING (BY FIELD) ADD

43 Jobs (15) 113 Candidates (27) 13 Shortlisted (2) 10 Sent (0) 10 1st Interview (0) 9 2nd+ interview (0) 9 Offered (0) 9 Placed (5) 4 Onboarding (3)

Search table Reset Actions 0

View	Photo	ID	Name	Job applied	Stage Status	Jobs	Stage (Highest)	Consent status	Hot
1		61937	Steve Rogers	Cashier	Shortlisted Pending user	28		Consent given	Hot
2		61277	Vasavi Java	Junior Financial Controll...	Shortlisted Pending user	9		Withdrawn	
3		61263	Elisa Henzgen	Dispatcher	Placed Pending user	7		Pending	
4		57365	Ernest Holmes	Dispatcher	Placed Pending user	2		Unknown	
5		57218	Nguyen Dung	Sales Admin	Placed Pending user	1		To be Forgotten	

Audit-ready activity logs: see timestamp of interaction

Present



Comment created by Adriana Lima

About: Harry Bubble

Created: 2018-Apr-19 15:36

Consent withdrawn from job [Project Manager](#)

Has withdrawn consent from Randstad NV Holdings



Comment created by Adriana Lima

About: Harry Bubble

Created: 2018-Apr-19 15:35

Requested to be forgotten

Has requested to be forgotten from Candidate Portal



Comment created by Adriana Lima

About: Harry Bubble

Created: 2018-Apr-19 15:34

Consent given

Has given consent to Randstad NV Holdings

Compose email

To*: #CandidateEmail#

CC: *Press enter to save*

BCC:

Subject*: Welcome to our Candidate Portal

Attachment: [Upload](#)

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Hi #CandidateFirstName#,

We're pleased to introduce you our Candidate Portal where you can manage your jobs and personal information.

Your username: #CandidateEmail#

Your password: #Password#

Please follow the link below to login to your account.

[Candidate Portal](#)

Best regards,

#UserName#

#AgencyName#

#Signature#

By using our Candidate Portal, you agree with our [Privacy Policy](#) and [Term of Service](#)

If you don't want to give consent for us to use your personal information, simply [Withdraw Consent](#)

[Send](#) [Cancel](#)

Seeking consent via outreach emails

Send candidate emails with call-to-action buttons to activate their account in the Candidate portal.

You'll be able to customise the content of the email template.

Now live (June 2018)

YOUR LOGO

CANDIDATE PORTAL

By checking this box, you agree to our [Privacy Policy](#) and [Terms of Service](#)

REGISTER

Already have an account? [Login](#)

Job Application Forms

By accepting applications via the Candidate Portal, you can provide proper notice to job seekers before they provide their information to you, and collect the appropriate consent.

Job seekers are required to accept the *Terms of Service or Privacy Policy to indicate consent by opting in and intentionally selecting the checkbox (unticked by default).

**These documents are created and uploaded by you in the Admin section of the Candidate Portal.*

Now Live (June 2018)



Pro tip: Seeking consent from existing candidates

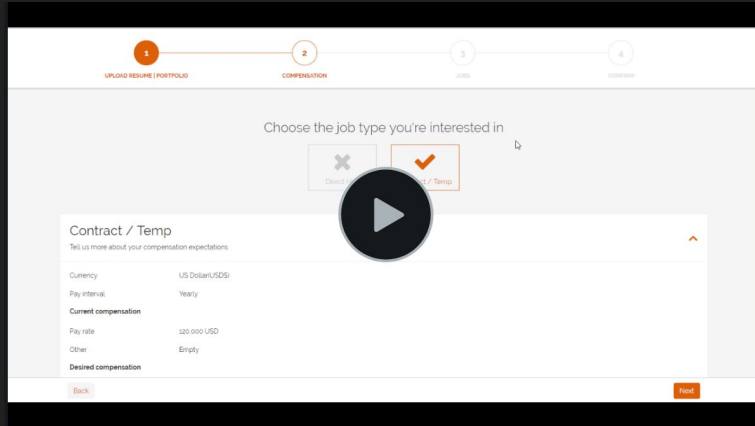
What if you have candidates in your database that you don't have specific opt-in records for?

You can run a permission pass campaign.

A permission pass campaign is a one-time email campaign you can send to candidates who haven't explicitly given consent to you.

Send bulk emails with call-to-action buttons to activate their account in the Candidate Portal.

2. Modification



Candidate Portal: Self-serve data management

[\(See it in action\)](#)

Registered candidates can log into their accounts and update the following data at any time:

1. Personal information
2. Work experience
3. Education
4. Skills
5. Compensation
6. Documents like CVs/Resumes/Cover Letter

Or alternatively, you can easily do so from within their candidate profile.

Currently Available

Harry Bubble

harry.bubble@gmail.com

01229914199

https://www.linkedin.com/in/harry-bubble/

Enter Facebook

My profile 2 Job alerts 2 Job applications 2 Onboarding Settings

Basic info Request to be forgotten

Tell us more Please update your details below.

Additional documents

Choose document type Upload

harry-bubble-resume-version1.docx CV / Resume ✕

harry-bubble-coverletter.pdf CV / Resume ✕

Preferred name Harry Bubble

Date of birth Empty

Gender Male

Job title Business Analyst

3. Deletion

Candidates can request for their data to be deleted from within their account. Upon request, you will be sent a notification via email to perform the necessary steps inside Vincere.

Now live (June 2018)

(Ability to delete candidates already available inside Vincere)

Steve Rogers
ID: 61937

93 Nguyen Du, District 1, Ho Chi Minh City > Placed (Temp | Contract)

marcel.meyer321@googlemail.com Not Met

0 Floated 28 Shortlisted 4 Sent 3 Interviews 3 Placed 0 Tasks Showing All

Summary Compliance Work Aspirations Activities Emails SMS Files Applications Availability Menu

Details Custom fields Social & Skills

Personal information

First Name* Steve

First Name in Kana Enter First Name in Kana

Last Name* Rogers

Last Name in Kana Enter Last Name in Kana

Reg. Date 2018-Mar-21

Middle Name Enter Middle Name

Preferred name Enter Preferred name

Title Please select

Gender Male

Work Phone Enter Work Phone

Skype marcel.meyer1408

Addresses

Requested to be forgotten

This candidate has requested to be forgotten from the Candidate Portal on **2018-Apr-26th**. Please take appropriate action.

Attention: Legally you don't have the right to process this candidate to further stages now.

Got it Cancel the request

💡 Did you know? Delete candidate can be done from Candidate Actions.

Request to be forgotten

Job Title / Keywords Location Search Advanced

Harry Bubble
harry.bubble@gmail.com
01229914199
https://www.linkedin.com/in/harry-bubble/
Enter Facebook

My profile **Job applications** (1) Job alerts (0) Onboarding (0)

	Job	Location	Status	Action
1	Project Manager	California, CA	Under consideration	Withdraw consent
2	Sr. Project Manager	California, CA	Under consideration	Withdraw consent

4. Withdrawal of consent (or opt out)

Consent needs to be granular meaning it needs to cover the various jobs you will process and use candidate's data. From the jobs applications page on the Candidate portal, candidates can easily withdraw consent per job.

Now Live (June 2018)



Steve Rogers
ID: 61937

Schmidt ME Logistics
93 Nguyen Du, District 1, Ho Chi Minh City
marcel.meyer321@googlemail.com

Nam Nguyen
Placed (Temp | Contract)
Not Met

of District 1, Ho Chi Minh City, VN. He has been working in the Transport occupational sector for more than 18 years. Currently he is employed as a Head of Business.

0 Floated | 28 Shortlisted | 4 Sent | 3 Interviews | 3 Placed | 0 Tasks | Showing All

Summary | Compliance | Work Aspirations | Activities | Emails | SMS | Files | Applications | Availability | Menu

Details | Custom fields | Social & Skills

Personal information

First Name*	Steve		
First Name in Kana	Enter First Name in Kana		
Last Name*	Rogers		
Last Name in Kana	Enter Last Name in Kana		
Reg. Date	2018-Mar-21		
Middle Name	Enter Middle Name	Home Phone	Enter Home Phone
Preferred name	Enter Preferred name	Work Phone	Enter Work Phone

Consent withdrawn ✕



This candidate has withdrawn consent from the following jobs:

- Project Manager (ID: 4546) Undo
- Sr. Project Manager (ID: 4547) Undo

Attention: Legally you do not have the right to represent this candidate for the jobs above.

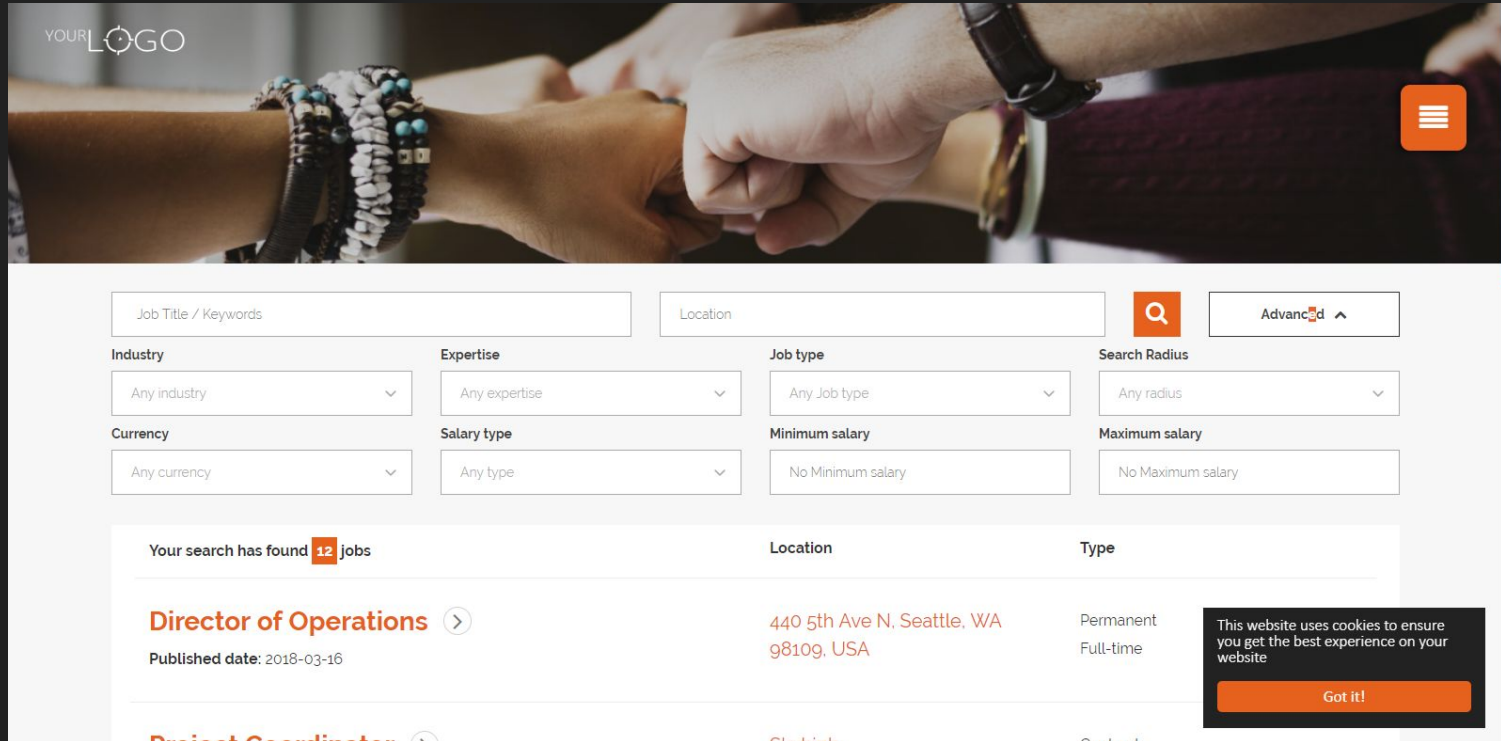
I understand

Withdrawal of Consent

4. Cookie

Visitors on the Candidate Portal are given notice that you're using cookies to track them.

Currently Available



The screenshot displays a job search portal interface. At the top left is the logo "YOUR LOGO". The main search area includes a search bar for "Job Title / Keywords" and "Location", a search icon, and an "Advanced" filter dropdown. Below these are several filter categories: Industry (Any industry), Expertise (Any expertise), Job type (Any Job type), Search Radius (Any radius), Currency (Any currency), Salary type (Any type), Minimum salary (No Minimum salary), and Maximum salary (No Maximum salary). The search results section shows "Your search has found 12 Jobs". The first result is for a "Director of Operations" position, published on 2018-03-16, located at "440 5th Ave N, Seattle, WA 98109, USA", and is a "Permanent Full-time" role. A second result for "Project Coordinator" is partially visible. A cookie notice banner is present in the bottom right corner of the interface.

YOUR LOGO

Job Title / Keywords

Location

Advanced

Industry: Any industry

Expertise: Any expertise

Job type: Any Job type

Search Radius: Any radius

Currency: Any currency

Salary type: Any type

Minimum salary: No Minimum salary

Maximum salary: No Maximum salary

Your search has found 12 Jobs

	Location	Type
Director of Operations >	440 5th Ave N, Seattle, WA 98109, USA	Permanent Full-time
Project Coordinator >	Slabhigh	Contract

This website uses cookies to ensure you get the best experience on your website

Got it!

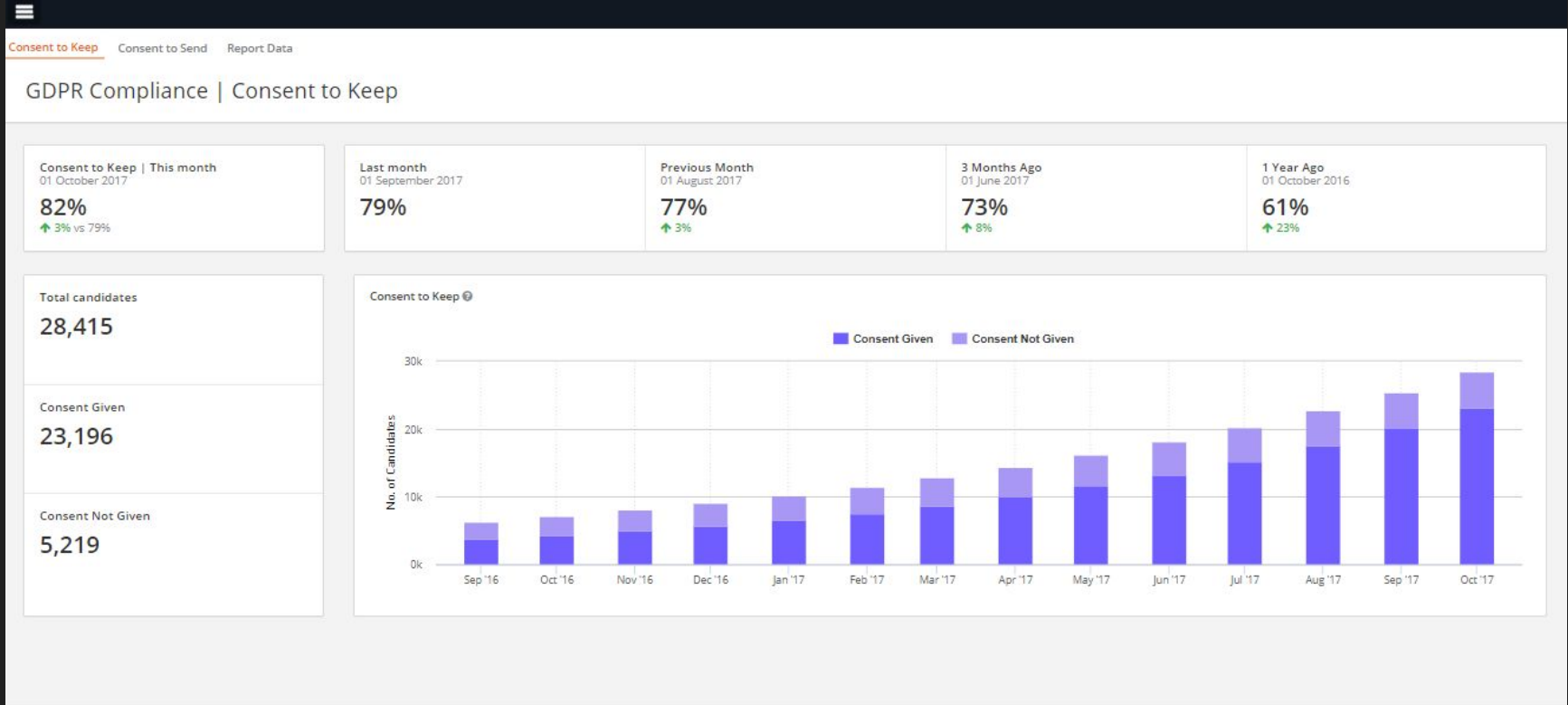
5. Compliance Reporting

GDPR Dashboards:

- Get an at-a-glance view of the candidates that have given you consent by month
- Track compliance levels over time
- Ability to filter by consultants & locations
- Drill into data to identify deleted records- what has been deleted who did it and when?
- Align to KPIs – give your consultants compliance goals and track performance

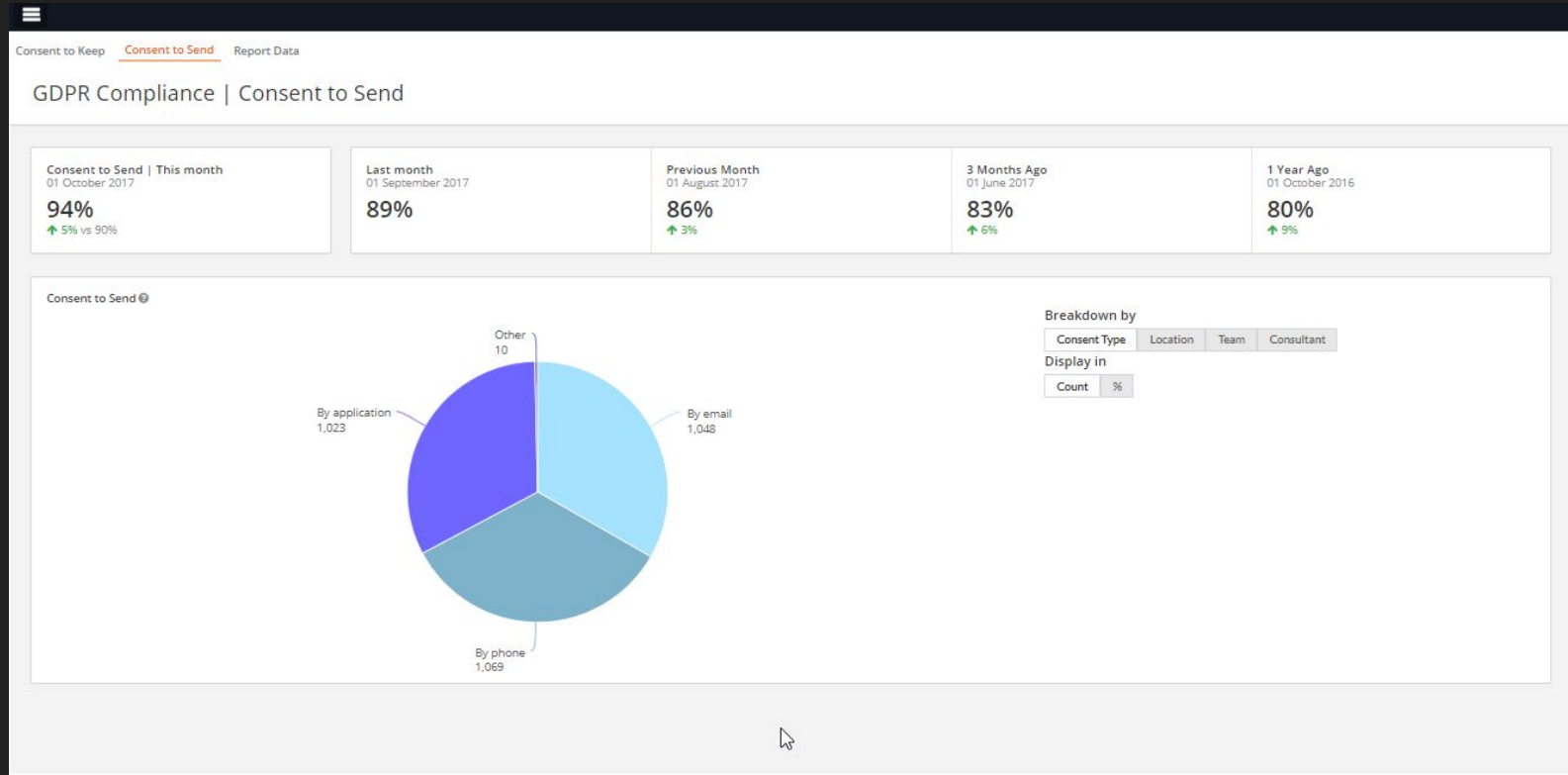
Now Live (June 2018)

GDPR Compliance Dashboards | Consent to Keep



[Click to view sample dashboard](#)

GDPR Compliance Dashboards | Consent to Send



[Click to view sample dashboard](#)

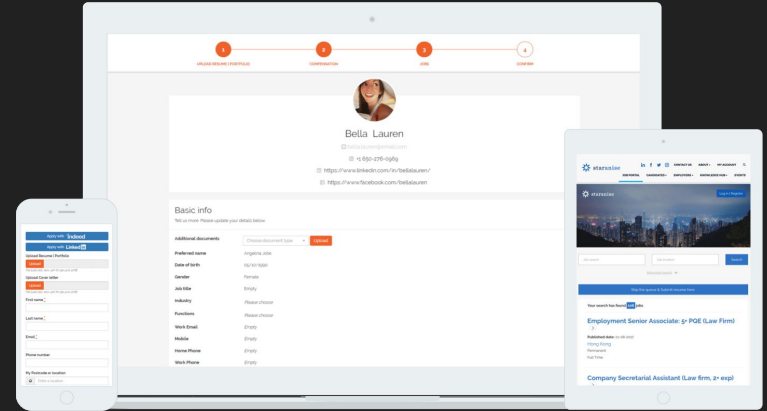
More info about the Candidate Portal

The Candidate Portal is part of our 3-in-1 Engagement stack:

1. Job Portal
2. Candidate Portal
3. Customer Portal (*now live - teaser [here](#)*)

The stack is fully-branded, available in multiple languages allowing you to go-live with a brand new, mobile-responsive GDPR-compliant website in minutes – with no coding required. Candidate applications are parsed and created directly into Vincer.

- ✓ fully customizable to match your branding
- ✓ resume/CV drop
- ✓ custom domain masking
- ✓ automated, customizable ‘thank you’ emails
- ✓ self-serve portal for candidates to manage their profiles
- ✓ candidates can track job application statuses
- ✓ job alert subscription for candidates
- ✓ data syncs seamlessly with Vincer
- ✓ mobile-responsive



Compliance on a Macro-level

The GDPR requires a slew of data protection safeguards, from encryption at rest and in transit to access controls to data pseudonymization and anonymization...but we aren't fazed by any of these. Even before GDPR was born, data security has always been a top priority for Vincere (and still is):

1. Your data is hosted on the best-in-class datacenters
2. Your data is strategically hosted in your region

Best-in-class datacenters

We use Amazon Web Services (AWS) which manages a comprehensive control environment that includes the necessary policies, processes and control activities for the delivery of each of the web service offerings in a secure manner, so you can be assured that all your data is safe in the Cloud.

AWS is compliant of Industry Standard Accreditations:

1. SAS70 Type II – Detailed Service Auditor Report
2. PCI DSS Level 1 – PCI Data Security Standard
3. ISO 27001 – Certification for Security Management System
4. FISMA – Government Agency's standard for Federal Information Security Management Act.

2. Data Hosting

If your business is based in the UK/Europe, your Vincere accounts are by default hosted in Europe so you don't have to worry about anything.

When it comes to data storage, it is not against the law for data to be stored outside of the EU. However, the European law does not allow the transfer and/or processing of personal data unless companies can demonstrate they will protect European user's privacy and data using EU Model Contracts.

The EU Model Clauses are standardized contractual clauses used in agreements between service providers (such as Microsoft) and their customers to ensure that any personal data leaving the EEA will be transferred in compliance with EU data-protection law and meet the requirements of the EU Data Protection Directive 95/46/EC.

Further reading on international data transfers [here](#).

For more information about our data hosting and security ecosystem, please visit our Trust page at <https://vincere.io/trust/>



DISCLAIMER:

This website is neither a magnum opus on EU data privacy nor legal advice for your company to use in complying with EU data privacy laws like the GDPR. Instead, it provides background information to help you better understand how Vincere has addressed some important legal points. This legal information is not the same as legal advice, where an attorney applies the law to your specific circumstances, so we insist that you consult an attorney if you'd like advice on your interpretation of this information or its accuracy. In a nutshell, you may not rely on this paper as legal advice, nor as a recommendation of any particular legal understanding. The products, services, and other capabilities described herein are not suitable for all situations and may have restricted availability.

For more information, reach us at sales@vincere.io