



SmartRecruiters legal notices

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To ensure the implementation of the recruitment management process and create a resume database, Veolia North America collects and processes the personal data (last name, first name, professional email, experiences, training and diplomas, skills and professional qualities, profile description, CV data, photo) that you provide to create your account and access the services. Some data, in anonymous form, may also be processed for statistical analysis and reporting purposes, in particular, to assess the frequency of visits to our site and the recruitment process.

This automated processing, based on your consent, is under Veolia's responsibility; in North America, your data will be retained to inform you about and consider you for other positions that may be appropriate for you. When you respond to an offer from a company of the Veolia group abroad, the latter will retain your data at most for the period authorized by local laws, in a separated processing placed under their responsibility.

Your data may be communicated to third-party service providers to perform hosting, storage, communication, database management or IT maintenance services. The data controller undertakes to first take all the measures required by the legislation in force to ensure the protection of your personal data. In particular, the use of the SmartRecruiters service gives rise to the transfer of data from your account to the subcontractors of SmartRecruiters located in the United States. This transfer is governed by the standard contractual clauses of the European Commission.

In addition to using your personal information for the position for which you have applied, we may retain and use your personal information to inform you about and consider you for other positions that may be appropriate for you. If you do not want to be considered for other positions or would like us to remove your personal information, you may contact us at support.recruiting@veolia.com or as a second resort to the Data Protection Officer of the company making the offer (na.data.protection@veolia.com). If you are a Veolia employee, you can also contact the HR department of your entity in writing.