

Privacy Policy

Privacy Policy of the Sohired Service

This Privacy Policy sets out how personal data of Users and the third-party data they upload (Candidate Data), necessary for the provision of services via electronic means through the Service, is collected, processed, and stored.

Definitions

Service Provider (We, Us) Behired Sp. z o.o., located in Walendów, ul. Koncertowa 14, 05-830 Walendów, KRS: 0001095382, NIP: 5342677197, REGON: 528148478.

Service The B2B SaaS platform located at sohired.com (or designated domain).

User (You, Your) A natural person, acting in a professional capacity (e.g., Recruiter, Hiring Manager), who has registered in the Service and uses the Subscription.

Candidate Data Personal data (including names, contact details, employment history) contained in files (Resumes/CVs) uploaded by the User to the Service for processing.

Subscription A service consisting of providing ongoing access to AI-powered recruitment tools, including Candidate Match Analysis, Blind Resume generation, and Document creation.

GDPR Regulation (EU) 2016/679 of the European Parliament and of the Council (General Data Protection Regulation).

1. Data Controller vs. Data Processor

To ensure clarity regarding the data of different parties:

1. **For User Data (Your account info):** We act as the **Data Controller**. We decide how your account details and payment info are processed to provide the service.
2. **For Candidate Data (Resumes you upload):** We act as the **Data Processor**, and You (the User) act as the **Data Controller**. We process this data solely on your behalf to generate analyses and documents. You warrant that you have the necessary legal basis (e.g., candidate consent) to upload this data to our Service.

If you have questions regarding the processing of data, contact us at: support@sohired.com

2. Purposes, Scope, and Legal Basis

We process data for the following specific purposes:

A. Account Creation and Management

- **Data Scope:** Email address, password, name, agency/company name.
- **Legal Basis:** Article 6(1)(b) GDPR (Performance of Contract).

B. Providing the Subscription Service (Core Functionality)

- **Data Scope:** Uploaded Job Descriptions, uploaded Candidate Resumes (Candidate Data), and generated outputs (Blind Resumes, Match Scores).
- **Legal Basis:** Article 6(1)(b) GDPR (Performance of Contract). Note: As a Processor of Candidate Data, we process this strictly to fulfill our contract with you.

C. Payment Processing

- **Data Scope:** Billing address, payment method details (processed securely via Stripe).
- **Legal Basis:** Article 6(1)(c) GDPR (Legal Obligation – tax and accounting).

D. Service Optimization & Analytics

- **Data Scope:** User behavior on the site, IP address, browser type, feature usage stats.
- **Legal Basis:** Article 6(1)(f) GDPR (Legitimate Interest – improving the product).

E. Communication & Support

- **Data Scope:** Content of support emails, bug reports, and feedback.
- **Legal Basis:** Article 6(1)(f) GDPR (Legitimate Interest – building positive customer relationships).

3. Recipients of Personal Data

Your personal data (and the Candidate Data you process) may be transferred to trusted service providers (Sub-processors) we use to run the technology stack:

Hosting & Infrastructure:

- **Kylos Sp. z o.o.** (Poland, EEA)
- **Bubble Group Inc.** (USA, Outside EEA)
- **Microsoft Azure** (EEA)

AI & Data Processing:

- **OpenAI Ireland Limited** (Ireland, EEA) – *Used for analyzing resumes and generating content.*

Payment Services:

- **Stripe Inc.** (USA, Outside EEA)

Analytics & Marketing:

- **Google LLC** (Analytics) (USA, Outside EEA)
- **Microsoft Clarity** (USA, Outside EEA)
- **Meta Platforms, Inc.** (Pixel) (USA, Outside EEA)

Transfer outside EEA: Some providers are located outside the European Economic Area (EEA). We ensure these transfers are compliant with GDPR through the use of Standard Contractual Clauses (SCCs) or the EU-US Data Privacy Framework, ensuring an adequate level of protection.

4. Period of Data Retention

1. **User Account Data:** Processed for the duration of your active Account and for a period equivalent to the statute of limitations for claims (generally 3 years).
2. **Candidate Data:** Retained only as long as you maintain the data within your dashboard. If you delete a candidate or cancel your Subscription, this data is removed from our active processing systems (subject to standard backup cycles).
3. **Financial Data:** Stored for 5 years from the end of the tax year to comply with accounting laws.

5. Rights of the Data Subject

Your Rights (as the User):

- **Access:** Request a copy of your data.
- **Rectification:** Correct errors in your data.
- **Deletion (Right to be Forgotten):** Request deletion of your account.
- **Restriction:** Limit how we process your data.
- **Portability:** Receive your data in a machine-readable format.
- **Objection:** Object to marketing or profiling.

Rights regarding Candidate Data: If a Candidate contacts us directly regarding data you uploaded, we will redirect them to you (the Data Controller) to exercise their rights. We will assist you in fulfilling these requests (e.g., deleting a specific candidate's data) as required by our Data Processing Agreement.

To exercise these rights, contact: support@sohired.com.

6. Security

We apply robust technical and organizational measures, including SSL encryption and secure database architecture, to protect both your account details and the sensitive Candidate Data you upload.

7. Changes to the Privacy Policy

We may update this policy to reflect changes in our service or legal requirements. Updates will be published on this page with the effective date.