



PRIVACY POLICY

Last Updated: 9.03.2025

This Privacy Policy describes how ZNOSNIE SOFTWARE Wiktor Pabich ("we," "us," or "our") collects, uses, and shares information about you when you use our website Dev-Jobs.pl and related services (collectively, the "Services").

1. INFORMATION WE COLLECT

We collect information about you in the following ways:

1.1 Information You Provide to Us

For Employers:

- Company information (name, website, logo)
- Contact information for company representative
- Invoicing data
- Job postings and requirements

1.2 Information We Collect Automatically

When you use our Services, we automatically collect:

- Log information (IP address, browser type, pages visited, time spent, referral source)
- Device information (hardware model, operating system, unique device identifiers)
- Usage data (interactions with job listings, search queries, application activity)
- Location information (general location based on IP address)
- Cookies and similar tracking technologies (as described in our Cookie Policy)

2. HOW WE USE YOUR INFORMATION

We use the information we collect for purposes including:

2.1 Providing and Improving Our Services

- Operating and maintaining the job board platform
- Processing job applications
- Personalizing your experience
- Developing new features and services
- Analyzing usage patterns to improve our platform

2.2 Communication

- Sending administrative messages about your account or the Services
- Responding to your inquiries and support requests
- Sending updates about new features or changes to our Services
- Providing job alerts and recommendations (with your consent)

2.3 Legal and Security Purposes

- Protecting against fraudulent or illegal activity
- Enforcing our Terms of Use
- Complying with legal obligations
- Protecting the rights, property, or safety of our users and others

3. HOW WE SHARE YOUR INFORMATION

3.1 With Other Users

For Job Seekers:

- Your profile information, resume, and application materials are shared with employers to whom you apply

For Employers:

- Job postings and company information are visible to job seekers

3.2 With Service Providers

We share information with third-party vendors, consultants, and other service providers who perform services on our behalf, such as:

- Cloud hosting and data storage providers
- Payment processors

- Analytics providers
- Email and communication service providers
- Customer support tools

3.3 For Legal Reasons

We may share information if we believe in good faith that disclosure is necessary to:

- Comply with applicable laws, regulations, legal processes, or governmental requests
- Enforce our Terms of Use and other agreements
- Detect, prevent, or address fraud, security, or technical issues
- Protect the rights, property, and safety of our users, our company, or the public

3.4 Business Transfers

If we are involved in a merger, acquisition, financing, reorganization, bankruptcy, or sale of our assets, your information may be transferred as part of that transaction.

4. YOUR CHOICES AND RIGHTS

Depending on your location, you may have certain rights regarding your personal information:

4.1 Account Information

You can update, correct, or delete your account information at any time by contacting us at kontakt@dev-jobs.pl.

4.2 Communication Preferences

You can opt out of receiving promotional emails by following the unsubscribe instructions in those emails or by updating your communication preferences in your account settings.

4.3 Cookie Preferences

Most web browsers are set to accept cookies by default. You can usually adjust your browser settings to remove or reject cookies. Please note that removing or rejecting cookies could affect the availability and functionality of our Services.

4.4 Privacy Rights

Depending on your location, you may have the right to:

- Access the personal information we hold about you
- Request correction of inaccurate personal information
- Request deletion of your personal information
- Object to or restrict certain processing of your personal information
- Request portability of your personal information

- Withdraw consent where processing is based on consent

To exercise these rights, please contact us at kontakt@dev-jobs.pl.

5. DATA RETENTION

We retain your information for as long as necessary to provide you with our Services and for legitimate business purposes, such as maintaining the performance of the Services, preventing fraud, meeting legal obligations, and resolving disputes.

Job seekers can delete their accounts at any time. When an account is deleted, personal information associated with the account will be deleted, although some information may remain in our backup systems for a limited time.

6. DATA SECURITY

We implement reasonable security measures to protect the security of your information. However, no internet or email transmission is ever fully secure or error-free, so we cannot guarantee absolute security.

7. INTERNATIONAL DATA TRANSFERS

We are based in Poland, and the information we collect is governed by Poland's laws. If you access or use our Services from outside Poland, you understand that your information may be transferred to, stored, and processed in Poland and other countries where our service providers operate.

8. CHILDREN'S PRIVACY

Our Services are not directed to children under the age of 18. We do not knowingly collect personal information from children under 18. If we become aware that we have collected personal information from a child under 18, we will take steps to delete such information.

9. THIRD-PARTY LINKS AND SERVICES

Our Services may contain links to third-party websites, applications, or services. We are not responsible for the privacy practices of these third parties. This Privacy Policy applies only to information collected by our Services.

10. CHANGES TO THIS PRIVACY POLICY

We may update this Privacy Policy from time to time to reflect changes in our practices or for other operational, legal, or regulatory reasons. We will notify you of any material changes by posting the updated Privacy Policy on our website and updating the "Last Updated" date.

11. CONTACT US

If you have any questions about this Privacy Policy or our privacy practices, please contact us at:

Znosnie Software WIKTOR PABICH
kontakt@dev-jobs.pl

12. ADDITIONAL INFORMATION FOR SPECIFIC REGIONS

12.1 European Economic Area (EEA), United Kingdom, and Switzerland

If you are located in the EEA, United Kingdom, or Switzerland, the following additional information applies:

Legal Basis for Processing:

- Performance of a contract when we provide you with our Services
- Legitimate interests for processing that serves our business purposes
- Compliance with a legal obligation
- Consent, where you have provided it for specific processing activities

Data Controller: Company Znosnie Software WIKTOR PABICH is the data controller for personal information collected through our Services.

Data Protection Officer: You can contact our Data Protection Officer at kontakt@dev-jobs.pl.

Complaints: You have the right to lodge a complaint with your local data protection authority.

12.2 California Residents

If you are a California resident, you have certain rights under the California Consumer Privacy Act (CCPA) and California Privacy Rights Act (CPRA), including:

- The right to know what personal information we collect and disclose
- The right to delete certain personal information
- The right to correct inaccurate personal information
- The right to opt-out of the sale or sharing of personal information
- The right to limit the use of sensitive personal information

To exercise these rights, please contact us at kontakt@dev-jobs.pl.

We do not sell your personal information as defined by the CCPA/CPRA.

