

1. Candidate Privacy Notice

Title: LSMP Consulting – Candidate Privacy Notice (GDPR-Compliant)

Last updated: May, 2025

At **LSMP Consulting**, we are committed to protecting your personal data and ensuring transparency in how we collect, use, and store it in accordance with the **General Data Protection Regulation (GDPR)**.

1. Who We Are

LSMP Consulting is a recruitment consultancy registered in Sofia, Bulgaria.
Company registration number: 208188766
Contact: javier.monfort@lsmpconsulting.com | +34 691 693 473
Data protection lead: javier.monfort@lsmpconsulting.com

2. What Data We Collect

We may collect and process the following personal data:

- Full name and contact details (email, phone number, address)
 - CV and employment history
 - Education and qualifications
 - Skills, certifications, and languages
 - LinkedIn profile or online portfolios
 - Salary expectations and availability
 - Notes from interviews or communications
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3. How We Use Your Data

We use your data to:

- Match you to relevant job opportunities
 - Communicate with you about roles, interviews, and applications
 - Share your profile (with consent) with prospective employers
 - Keep you informed about future opportunities, if you opt in
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4. Legal Basis for Processing

We process your data under the following lawful bases:

- **Legitimate Interest** – to provide recruitment services to you and our clients
 - **Consent** – for storing your data for future opportunities or sharing your profile with clients
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5. Data Sharing

We may share your CV and details with:

- Employers or clients actively recruiting through us. We will **never** share your data without informing you or without your explicit consent.
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6. Data Retention

We retain candidate data for **12 months** from your last interaction with us. You can request deletion at any time.

7. Your Rights Under GDPR

You have the right to:

- Access your data
- Correct inaccurate data
- Request deletion ("Right to be forgotten")
- Object to processing
- Withdraw consent

To exercise your rights, contact: javier.monfort@lsmppconsulting.com

8. Security Measures

Your data is stored securely using GDPR-compliant systems. Access is limited to authorized staff only.

9. Complaints

If you believe your data is not being handled properly, you can contact the **Commission for Personal Data Protection (CPDP)** in Bulgaria.

<https://cpdp.bg/>

