Privacy Policy

MMJobs.it

Last updated: 10-9-2026

1. Data Controllers

The processing of data collected through MMJobs.it is carried out by EURAFRICA BUSINESS SARL (Tunisia), acting as data controller responsible for managing and using CVs for personnel selection purposes, and by RCB International SHPK (Albania), acting as technical operator of the website and of the infrastructure on which the data is stored. The two companies act as joint controllers pursuant to Article 26 of Regulation (EU) 2016/679, each with respect to its own area of responsibility. For any request concerning your data, you can write to: hr@mmjobs.it

2. Data Collected

Through the CV upload and the completion of the form, we collect: first and last name, contact details (email, phone number), country of residence, preferred language, education, professional experience, skills, and any other information voluntarily included in the uploaded CV (as well as an optional passport-style photo).

The website does not request or need data concerning health status, trade union membership, religious or political affiliation, or other special categories of data pursuant to Article 9 of Regulation (EU) 2016/679. Candidates are explicitly requested not to include this type of information in the uploaded CV, as it is not relevant to the purpose of the service.

3. Purpose and Legal Basis of Processing

Data is collected and stored to allow CVs to be viewed by third parties who request them for recruitment and personnel selection purposes, whether companies, recruitment agencies, or independent professionals acting on behalf of others. Since it is not always possible to verify the legal nature of the requester, the service responds to any request received, making available only the data contained in the CV, which by definition does not include special categories of data.

The legal basis is the explicit consent of the data subject, collected at the time of CV upload through a dedicated, non-pre-ticked checkbox.

4. Data Retention

CVs are stored for a maximum period of 10 years from the date of upload, unless consent is withdrawn earlier.

If a candidate submits a new CV using the same email address already present in the system, the new document entirely replaces the previous one, which is deleted.

5. Automated Processing

As part of the selection process, the text content of each uploaded CV is automatically analysed by an artificial intelligence system, based on DeepSeek special functions and run through EU-hosted infrastructure, in order to generate a classification, a summary, and a compatibility score to support the review process. This automated analysis does not by itself determine any hiring decision: the CV and its automatically generated summary are reviewed by the MMJobs team and/or by the requesting third party, who make the final assessment, depending on the service agreement in place.

This AI system acts as a data processor for this specific task and receives the text extracted from the CV for the sole purpose of performing this analysis. This automated analysis is a systematic and necessary step of the service and cannot be selectively disabled for an individual submission: candidates who do not wish their CV to be processed in this way should not upload it, or may request deletion of their profile at any time as described in Section 7.

6. Data Disclosure and Transfer

The data contained in CVs may be viewed by third parties located in any country in the world, as the service operates internationally across multiple continents. By uploading their CV, candidates explicitly agree that their data may be accessed by requesters established outside the European Union as well, with no geographic restriction.

As described in Section 5, the text of the CV is also transferred to an EU-hosted infrastructure for automated analysis; this processing does not involve any transfer of data outside the European Union.

7. Data Subject Rights

Given the nature of the service, candidates have the following rights, which can be exercised at any time:

• Access: request confirmation of the data held about you, and a copy of it, if needed, by writing to hr@mmjobs.it. In most cases candidates already retain the original CV they uploaded, which constitutes such a copy
• Rectification: upload a new CV using the same email address already on file; the new document automatically and entirely replaces the previous one.
• Erasure and withdrawal of consent: submit the form again using the same email address, without attaching a new CV. The system will treat this as a deletion request, ask for confirmation, and

permanently delete the existing record, CV and photo upon confirmation. This also constitutes withdrawal of consent, as no further processing is possible once the data has been deleted.

As only two states are possible for stored data, retained for the purpose described in this policy, or permanently deleted, the rights to object to processing and to data portability are satisfied through the erasure mechanism described above and through the candidate's continued possession of the original CV file.

8. Cookies

This website does not use any type of cookie. There is no login system: use of the website is limited to filling in a form and uploading files, with no need for sessions, authentication, or any form of tracking.

9. Changes to this Policy

We reserve the right to modify this Privacy Policy at any time. Changes will be published on this page with an updated revision date.