

Candidate Privacy Notice

Firstview • Version 1.0 • Updated: 20 October 2026

This notice is for people who apply for a job, take an interview or are found as a candidate through Firstview. It explains what data is used, why, who sees it and what your rights are.

1. Who is responsible for your data

Firstview provides hiring software to employers and recruitment agencies. **The employer you applied to (or the agency recruiting for it) decides how your data is used.** Under data protection law it is the controller, and Firstview is its processor: we handle your data only on its instructions and only to run the hiring process.

There are two exceptions where Firstview itself is responsible (the controller):

- **Candidate sourcing.** If we found your public professional profile and added it to our search index (section 6).
- **Security of our platform.** For example, logs we keep to stop abuse and fix errors.

The employer's own privacy notice also applies. You can ask the employer for it.

2. What data is used

- **Contact and identity details:** name, email, phone number, location, profile links.
- **Your application:** your CV, cover letter and answers to application questions.
- **Interview data:** if you take an AI interview, the audio and video recording, a shared screen if you were asked to share it, the transcript of what was said, and the report the AI writes about your answers.
- **Proctoring events:** during the interview we record when you change tabs, leave full screen, lose window focus, turn off the camera, use a virtual camera, use more than one screen, share the wrong screen or stop sharing your screen, whether the camera image is too dark, plus your browser name and version.
- **Meeting data:** if the employer records a meeting with you using our notetaker, the recording, the transcript and the notes.
- **Hiring workflow:** the stage you are in, and notes, scores and decisions by the employer's team.

We do not analyze your face or use facial recognition, and we do not analyze your emotions or personality.

3. Why it is used

To run the employer's hiring process: to receive your application, compare your CV with the job's criteria, conduct the interview, write reports for the hiring team, schedule and record meetings,

and send you messages about your application by email or WhatsApp.

The legal basis is decided by the employer. It is usually the steps needed before entering into an employment contract, the employer's legitimate interest in hiring, or your consent where the law requires it (for example, your explicit consent under Turkish law before an online interview).

4. AI in the hiring process

Firstview uses AI to conduct interviews, transcribe them, write reports and score CVs against criteria the employer sets. **The AI never makes the hiring decision; people at the employer do.** Our AI notice explains what the AI does and does not do: <https://firstview.ai/trust#documents>

You can ask for a person to review any assessment made about you (section 7).

5. Who sees your data

- **The employer's hiring team**, according to the access they have been given.
- **Firstview's service providers (sub-processors)**, which host the platform and provide the AI, speech, video and messaging services. The full list, with what each one does and where it is located, is at <https://firstview.ai/trust#subprocessors>. None of them may use your data to train AI models.
- **Authorities**, only if the law requires it.

We never sell your data.

6. If we found you through sourcing

Employers can use Firstview to search for candidates. To support this, we collect professional information that people have made public, such as public profiles on professional networks and the web: name, headline, location, work history, education and skills. We use it only so that employers can find relevant candidates. We collect it under our legitimate interest in helping people be found for jobs, and we do not collect sensitive data.

If an employer adds you as a candidate, that employer becomes responsible for that copy of your data.

You can ask us to remove your profile at any time by emailing security@firstview.ai with the link to your profile. We delete it and block it from future searches.

7. Your rights

Depending on where you live, you have the right to:

- see the data held about you and get a copy;
- correct wrong data;
- have your data deleted;
- restrict or object to its use;
- get your data in a portable format;

- withdraw your consent, where the processing relies on consent;
- ask for a person to review a decision or assessment made by automated means, give your view and contest it;
- complain to a data protection authority (for example, the KVKK Board in Türkiye, your local authority in the EU, or the ICO in the UK).

How to ask: contact the employer you applied to. You can also write to security@firstview.ai. We will pass your request to the employer, or answer it ourselves for sourcing data, within 30 days.

8. Where your data is stored

Our database is in Frankfurt, Germany, and our servers are in Germany and Finland. Some of our service providers store or process data outside the EU, for example in the United States. Those transfers are protected by the EU Standard Contractual Clauses. For data from Türkiye, we will sign the standard contracts approved by the KVKK Board with each of these providers. The sub-processor list shows the region for each one.

9. How long it is kept

The employer decides how long it keeps your application. When the employer deletes your data, or stops using Firstview, we delete it within 30 days. Copies in encrypted backups are deleted when those backups expire.

10. Security

All traffic is encrypted, our database and file storage are encrypted, and CVs, recordings and transcripts open only through private links that expire. More detail is at <https://firstview.ai/trust>.

11. Contact

Firstview Teknoloji ve Danışmanlık A.Ş., Aydınevler Mah. Selçukbey Cad. B Blok No: 69-87 İç Kapı No: 54, Maltepe, İstanbul, Türkiye, and Firstview Technology and Consulting Inc. (United States).

Email: security@firstview.ai

We may update this notice. The date at the top shows the latest version.