

Terms and Conditions

By accessing the website www.ventimiguis.com and its related pages, the user agrees to respect and accept the respective terms and conditions of use. Please read all the terms and conditions before accessing our website.

1. Copyright and Industrial Property

The information contained on this website, including the domain, logos, photographs, videos, content, and attached documents, is the exclusive property of VENTIMIGUIS-UNIPESSOAL LDA and is protected by applicable law.

Downloading, copying, modifying, transmitting, distributing, reproducing, or forwarding, in whole or in part, for commercial or other purposes, without the prior written authorization of VENTIMIGUIS-UNIPESSOAL LDA, is expressly prohibited and punishable by law.

The user agrees to access the website solely for lawful purposes.

2. Privacy Policy and Data Protection

Acceptance of this privacy policy signifies consent to the processing of your data under the terms and conditions outlined. Please read these terms carefully, and if you do not consent to the use of your data, do not accept the policy.

3. Responsibility for Providing Personal Data

By providing personal data, you affirm that you are the legitimate holder of the data or that you have obtained the express and prior consent of the respective holders or their legal representatives.

The provision of images or photographs in documents must be consented to by the individuals depicted. The responsibility for obtaining consent lies with the person submitting the documents.

If the personal data belongs to individuals under 18, it can only be provided with the prior written consent of their parents or guardians. This consent must include the possibility of disclosing photographs or images of minors in work-related contexts or other situations tied to VENTIMIGUIS-UNIPESSOAL LDA's activities.

It is your sole responsibility to obtain, store, and display consent whenever requested. Unauthorized disclosure of data, particularly images or data of minors, is illegal and will hold the author accountable.

4. Data Collection

In the course of its activities (Recruitment and Selection), VENTIMIGUIS-UNIPESSOAL LDA collects various personal data at different stages and procedures, such as:

Full Name, Date of Birth

Marital Status

Address

Mobile/Phone Contact

Email Address

Skype ID

CV (Curriculum Vitae)

Registration number in various professional organizations

Criminal record

Photographs

IBAN

All data requested are mandatory for the progress of certain services, and refusal may result in the inability to place candidates in recruitment processes.

Purposes of Data Collection

Communication with the Data Subject

Professional profile and skills analysis for job applications

Sending information about job opportunities, training, events, offers

Creation of Curriculum Vitae

Scheduling online and in-person interviews

Gathering documents required by employers for interviews and/or job commencement

Recipients of data

Communication and disclosure of activities related to employability

For internal management of applications, we use software that complies with the General Data Protection Regulation (GDPR).

The data may be sent to third parties if necessary for the placement of the candidate (recruitment agencies and employers within the European Union).

5. Rights of the Data Subject

The Data Subject has the right to request deletion, restriction, access, rectification, and portability of their data at any time, provided there are no legal obligations that require a contrary decision by VENTIMIGUIS-UNIPESSOAL LDA. Deletion and/or restriction of data may result in the inability to place candidates or participate in training.

The Data Subject has the right to be informed of the identity of the recipients of their data. To exercise their rights or for any questions, the Data Subject may contact the data controller:

Henriette Hopkins
VENTIMIGUIS – UNIPESSOAL, LDA
Rua Francisco Carqueja, 179 - 4º Andar
4350 - 185 Porto
Email: henriette.hopkins@ventimiguis.com

The responsible entity is the individual or collective body that, alone or jointly with others, determines the purposes and means of personal data processing (for example, names, email addresses, etc.).

Data Security

All personal data you provide will be handled with the necessary security and confidentiality as required by the General Data Protection Regulation (GDPR).

VENTIMIGUIS-UNIPESSOAL LDA does not provide or make personal information available to third parties for purposes not stated in the user's express intention.

VENTIMIGUIS-UNIPESSOAL LDA takes regular steps to preserve the privacy of the website user.

The use and/or external disclosure authorized by VENTIMIGUIS-UNIPESSOAL LDA of the information contained on this site will always mention the source and authorship of such information.

6. External Links

This site may contain advertising references and/or other hyperlinks to third-party websites over which VENTIMIGUIS-UNIPESSOAL LDA has no control.

These websites are not owned or operated by VENTIMIGUIS-UNIPESSOAL LDA, and therefore, VENTIMIGUIS-UNIPESSOAL LDA is not responsible for these sites and their content. Use of these links is at your own risk.

7. Disclaimer

VENTIMIGUIS-UNIPESSOAL LDA is not responsible for any damage or loss that may result from using the information contained on this site, whether direct or indirect, arising from or related to the use of this site.

8. Access

Access to certain content on this website may be restricted to properly registered users. VENTIMIGUIS-UNIPESSOAL LDA updates and verifies its information over time to make changes. This may result in limited periods when the website may be unavailable due to maintenance or updates.

9. Jurisdiction

These Terms and Conditions are governed by Portuguese law.

The invalidity or partial ineffectiveness of any provision of these Terms and Conditions, or the existence of gaps, will not affect the validity of the remaining provisions.