



EUROPEAN CLIMATE, INFRASTRUCTURE AND ENVIRONMENT
EXECUTIVE AGENCY
EUROPEAN HEALTH AND DIGITAL EXECUTIVE AGENCY
EUROPEAN RESEARCH EXECUTIVE AGENCY
EUROPEAN INNOVATION COUNCIL AND SMEs
EXECUTIVE AGENCY
EUROPEAN RESEARCH COUNCIL EXECUTIVE AGENCY
EUROPEAN EDUCATION AND CULTURE EXECUTIVE AGENCY

Inter-Agency Talent Programme

Data Protection Notice

The European Climate, Infrastructure and Environment Executive Agency (CINEA), the European Health and Digital Executive Agency (HaDEA), the European Research Executive Agency (REA), the European Innovation Council and SMEs Executive Agency (EISMEA), the European Research Council Executive Agency (ERCEA), and the European Education and Culture Executive Agency (EACEA) (herein after referred to as the Participating Executive Agencies) are committed to preserving your privacy. All personal data are dealt with in accordance with Regulation (EU) No 2018/1725 on the protection of personal data by the Union institutions, bodies, offices and agencies¹ (the Regulation).

The following Data Protection Notice outlines how the Participating Executive Agencies collect, manage and use the personal data of the concerned individuals in the context of the Inter-Agency Talent Programme.

1. Who is responsible for processing your personal data (data controller)?

All the Participating Executive Agencies act as joint controllers for their respective participants in the Inter-Agency Talent Programme.

The data controller in each Executive Agency in charge of the processing operation for their respective participants is the Head of Unit of Human Resources:

CINEA	Unit A4 – Human Resources	CINEA-HR-CAREER-DEVELOPMENT@ec.europa.eu
EACEA	Unit R1 People, Workplace and Communication	EACEA-HR@ec.europa.eu
EISMEA	Unit C.02 People, Workplace and Operational Coordination Support	EISMEA-HR-TRAINING@ec.europa.eu
ERCEA	Unit D.2 – Human Resources	ERC-TRAINING@ec.europa.eu

¹ Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data, and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC Text with EEA relevance (OJ L 295, 21.11.2018, p. 39).

HaDEA	Unit C.3 - Staff, Communication and Support	HADEA-PEOPLE-DEVELOPMENT@ec.europa.eu
REA	Unit D.2 – People and Workplace	REA-Training@ec.europa.eu

2. Which personal data are processed?

The personal data processed are:

- Name and surname, professional contact details of the participants and of the relevant staff involved in the programme (HR, Line Manager, etc);
- Motivation to apply, learning goals (skills and career vision), professional experience and level of responsibility of the staff members applying to participate in the programme;
- After the programme, feedback from the participants on their experience.

In order to process the data, the Participating Executive Agencies use the following tools hosted by the European Commission:

- EU Learn: please see a link to the applicable [privacy statement](#).
- EU Survey: please see a link to the applicable [privacy statement](#).

3. For which purpose do we process your data?

The personal data will be processed in order to launch and facilitate the Talent Programme between all the Participating Executive Agencies. In practice, the aim is to allow staff members to express their interest in taking part in the Programme via EU survey. Each Participating Executive Agency will then proceed with a selection of participants up to the maximum number allocated to it within the programme, with the help of a Selection Committee. The selected participants will then be invited to the various training modules of the programme. Processing of personal data will also be made after the programme is completed for follow-up actions, such as collecting feedback and evaluating the performance of the programme.

Staff members interested to participate will apply by email. They will be invited to the training modules via [EU Learn](#).

4. Who has access to your personal data and to whom is it disclosed?

Access to your personal data may be given on a need-to-know basis to the following recipients:

- Authorised personnel of Human Resources Unit in charge of the Talent Programme in the Participating Executive Agencies.
- The hierarchical superiors (Line Managers etc) of the applicants and participants in their respective Executive Agencies who will have to provide their recommendation to the Selection Committee.
- The members of the Selection Committee of the Participating Executive Agencies who will screen the applications and select the final participants to the programme for their Agency.
- The Directors and Heads of Department of the Participating Executive Agencies.
- Where necessary, DG Human Resources and Security (DG HR) of the European Commission.
- If necessary, data may be disclosed to other relevant staff of the participating Executive Agencies and Commission Services such as Legal services, internal controller, etc.

In addition, data may be disclosed to public authorities, which are not regarded as recipient but may receive personal data for control and inspection tasks in accordance with EU or Member States law such as Investigations and Disciplinary Office of the European Commission (IDOC), Internal Audit Service of the Commission (IAS), European Anti-Fraud Office (OLAF), European Public Prosecutor Office (EPPO), European Data Protection Supervisor (EDPS), European Court of Auditors (ECA), European Ombudsman, the Court of Justice of the European Union (General Court of the European Union) or a national judge as well as the lawyers and the agents of the parties in case of a legal procedure and the competent disciplinary Board of the Participating Executive Agencies.

5. How long do we keep your personal data?

Personal data are kept for 4 years after the end of the training programme (in line with the 2022 Commission Retention List 12.3.17).

The retention period provided in EU Learn will also apply (please refer to the above-mentioned privacy statement for more information).

The data are managed in accordance with the Common Retention List (including the retention period as specified in Annex 1 of the list). It should be noted that in the rare occurrence that a file is selected or sampled at the end of the retention period, some data may be retained in the Historical Archives. Most of files are destroyed at the end of the retention period, without being sampled/selected.

6. What are your rights concerning your personal data and how can you exercise them?

Under the provisions of the Regulation, you have the right to request:

- to access the personal data the Participating Executive Agencies hold about you and to receive a copy;
- a rectification of your personal data where inaccurate or incomplete;
- the erasure of your personal data where applicable;
- the restriction of the processing of your personal data where applicable;
- to object to the processing of your personal data where applicable.

You should be informed that by virtue of Article 25 of the Regulation and the Internal Rules of the Participating Executive Agencies, your rights may be restricted in particular in the context of prevention, investigation, detection and prosecution of criminal offences. The relevant Internal Rules can be found on the website of each Participating Executive Agency.²

² For CINEA: https://cinea.ec.europa.eu/about-us/data-protection_en#data-subjects-rights;

For EISMEA: [applicable Restriction Decision](#);

For EACEA: <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:32021Q0317%2801%29>

For ERCEA: https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=uriserv:OJ.L_.2021.144.01.0035.01.ENG&toc=OJ:L:2021:144:TOC

For REA: https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=uriserv:OJ.L_.2021.198.01.0005.01.ENG&toc=OJ:L:2021:198:TOC

For HaDEA: [EUR-Lex - 32021Q1026\(01\) - EN - EUR-Lex \(europa.eu\)](#)

You can address any queries about the processing of your personal data to the Controller of your Agency at the above-mentioned address and functional mailbox.

You can also contact at any time the Data Protection Officer of your Agency at the following email address:

CINEA	CINEA-DPO@ec.europa.eu
EACEA	EACEA-data-protection@ec.europa.eu
EISMEA	EISMEA-DPO@ec.europa.eu
ERCEA	ERC-DATA-PROTECTION@ec.europa.eu
HaDEA	HADEA-DPO@ec.europa.eu
REA	REA-DATA-PROTECTION-OFFICER@ec.europa.eu

In addition you may lodge a complaint with the European Data Protection Supervisor at any time via <http://www.edps.europa.eu>.

7. On which legal basis are we processing your personal data?

In accordance with Article 5(1)(a) of Regulation 2018/1725, our processing is necessary:
-for the performance of a task carried out in the public interest including for the management and functioning of the Participating Executive Agencies.

The legal basis under Article 5(1)(a) are:

- Council Regulation (EC) No 58/2003 of 19 December 2002 laying down the statute for executive agencies to be entrusted with certain tasks in the management of Community programmes;
- Commission Implementing Decision (EU) 2021/173 of 12 February 2021 establishing the European Climate, Infrastructure and Environment Executive Agency, the European Health and Digital Executive Agency, the European Research Executive Agency, the European Innovation Council and SMEs Executive Agency, the European Research Council Executive Agency, and the European Education and Culture Executive Agency and repealing Implementing Decisions 2013/801/EU, 2013/771/EU, 2013/778/EU, 2013/779/EU, 2013/776/EU and 2013/770/EU;
- Article 24(a) of the Staff Regulations of officials of the European Union and articles 11 and 81 of the Conditions of Employment of other servants of the European Union;
- Relevant Steering Committee Decision of each Participating Executive Agency adopting by analogy Commission Decision C(2016)3828 on the implementation of the learning and development strategy, Commission Decision C(2016)3855 on training on the own initiative of the member of staff and Commission Decision C(2016)3827 repealing existing rules on learning and development.