

## **CANDIDATE PRIVACY NOTICE**

As part of any recruitment process, Hallgarten collects and processes personal data relating to job applicants. The organisation is committed to being transparent about how it collects and uses that data and to meeting its obligations under the General Data Protection Regulations (GDPR).

### **What information does the organisation collect?**

The organisation collects a range of information about you. This includes:

- your name, address and contact details, including email address and telephone number;
- details of your qualifications, skills, experience and employment history;
- information about your current level of remuneration, including benefit entitlements;
- whether or not you have a disability for which the organisation needs to make reasonable adjustments during the recruitment process;
- information about your entitlement to work in the UK

The organisation collects this information in a variety of ways. For example, data might be contained in application forms, CVs or resumes, supplied by a recruitment agent, obtained from your passport or other identity documents, or collected through interviews or other forms of assessment, including online tests.

The organisation will also request personal data about you from third parties, such as references supplied by former employers but this will only be done once a job offer to you has been made and you will be informed beforehand.

Data will be stored in a range of different places, including on your application record, in HR management systems and on other IT systems (including email).

### **Why does the organisation process personal data?**

The organisation needs to process data to take steps at your request (ie by applying for a position) prior to entering into a contract with you. It also needs to process your data to enter into a contract with you.

In some cases, the organisation needs to process data to ensure that it is complying with its legal obligations. For example, it is required to check a successful applicant's eligibility to work in the UK before employment starts.

The organisation has a legitimate interest in processing personal data during the recruitment process and for keeping records of the process. Processing data from job applicants allows the organisation to manage the recruitment process, assess and confirm a candidate's suitability for employment and decide to whom to offer a job. The organisation may also need to process data from job applicants to respond to and defend against legal claims. The recruitment process is not based on automated decision-making.

The organisation processes health information if it needs to make reasonable adjustments to the recruitment process for candidates who have a disability. This is to carry out its obligations and exercise specific rights in relation to employment.

If your application is unsuccessful, the organisation may keep your personal data on file in case there are future employment opportunities for which you may be suited. The organisation will ask for your consent before it keeps your data for this purpose and you are free to withdraw your consent at any time.

### **Who has access to data?**

Your information will be shared internally for the purposes of the recruitment exercise. This includes the HR Manager, interviewers involved in the recruitment process, managers in the business area with a vacancy and IT staff if access to the data is necessary for the performance of their roles.

The organisation will not share your data with third parties, unless your application for employment is successful and it makes you an offer of employment. The organisation may then share your data with former employers to obtain references for you. The organisation will not transfer your data outside the European Economic Area.

### **How does the organisation protect data?**

The organisation takes the security of your data seriously. It has internal policies and controls in place to ensure that your data is not lost, accidentally destroyed, misused or disclosed, and is not accessed except by our employees who have a business need to access.

### **For how long does the organisation keep data?**

If your application for employment is unsuccessful, the organisation will hold your data on file for 3 months after the end of the relevant recruitment process. If you agree to allow the organisation to keep your personal data on file, the organisation will hold your data on file for a further 6 months for consideration for future employment opportunities. At the end of that period [or should you withdraw your consent], your data is deleted or destroyed.

If your application for employment is successful, personal data gathered during the recruitment process will be transferred to your personnel file and you will be provided with a new privacy notice.

### **Your rights**

As a data subject, you have a number of rights. You can:

- access and obtain a copy of your data on request;
- require the organisation to change incorrect or incomplete data;
- require the organisation to delete or stop processing your data, for example where the data is no longer necessary for the purposes of processing;
- object to the processing of your data where the organisation is relying on its legitimate interests as the legal ground for processing; and
- ask the organisation to stop processing data for a period if data is inaccurate or there is a dispute about whether or not your interests override the organisation's legitimate grounds for processing data.

If you would like to exercise any of these rights, please contact the HR Manager.

If you believe that the organisation has not complied with your data protection rights, you can complain to the Information Commissioner.

### **What if you do not provide personal data?**

If you fail to provide information which is necessary for us to consider your application, we will not be able to process your application.

### **Right to withdraw consent**

When you applied for a position with the organisation you provided consent to us processing your personal data for the purposes of the recruitment exercise. You have the right to withdraw your consent for processing at any time.

I (candidate name) acknowledge that I have read and understood the Hallgarten  
Candidate Privacy Notice

Signed .....

Date .....

## JOB SPECIFICATION

Job Title	<b>Regional Account Manager</b>	Dept/Location	South West Sales Region - West Dorset, South Somerset, Devon and Cornwall
Reports To	Regional Sales Manager	Direct Reports	0
Key Contacts	Regional Sales Team/Luton Head Office Departments		

### Main Purpose

TO ACHIEVE/EXCEED ANNUAL TARGETS BY MAINTAINING EXISTING AND OPENING NEW ACCOUNTS WHICH FIT THE TURNOVER AND PROFITABILITY CRITERIA SET OUT BY THE COMPANY

### Primary Responsibilities

- To achieve or exceed your annual sales and net contribution budgets
- To work closely with your Sales Manager to develop business with key prospects.
- To maintain an active prospect list, ensuring that new accounts opened are of suitable size and profitability
- To ensure that your product knowledge is sufficient to be able to converse comfortably with customers and prospects at all levels.
- To commit to key supplier targets for our most important brands and to liaise with the Marketing team and brand managers on any Agency-driven issues.
- To ensure that you keep yourself up to date at all times as regards vintage changes, out of stock situations and major new listings and de-listings.
- To manage your time carefully and efficiently and develop a calling plan that ensures regular visits to your most important customers, whilst leaving ample time for prospecting
- To communicate efficiently and in a timely fashion with all Company departments.
- To liaise with the Credit Control department, to ensure that all accounts are kept within our trading terms.
- To make full use of any promotional activity arranged by the Company.
- To make full use of visiting suppliers and to ensure that you are well prepared for these visits and that the time invested by our suppliers is fully maximized.
- To comply with the Company's procedures in all respects
- To attend and represent Hallgarten at Regional and National events and to always promote the best possible impression of Hallgarten Wines.
- Where required, to host wine dinners and events to promote sales and raise the company profile across the region.
- To work within agreed expense budgets (including samples) and to ensure that all expenditure is carefully planned and controlled.
- To submit any requested regular or ad hoc reports within an agreed timeframe.

### Knowledge, Skills & Behaviours

Passion for wine  
 Committed to continuous development  
 Obsessive customer-centric approach to business  
 Excellent inter-personal skills – good listener; able to adapt communication style as appropriate and close sales  
 Sound commercial awareness  
 Good personal organisational skills eg time management  
 Team Player

### Experience & Qualifications

Computer literate  
 Driving licence  
 WSET qualified ideally to diploma level or equivalent  
 2 years'+ experience of sales growth and account management  
 Experience of selling to on trade and independent off trade channels desirable  
 Must live within region, ideally in Exeter area

### Company Values

**Empowerment**  
**Passion**  
**Innovation**  
**Collaboration**  
**Urgency**  
**Respect**  
**Education**