

Privacy Policy

Effective date: September 1, 2025

Last updated: November 22, 2025

1. Who we are

Backbone Jobs ("we", "us", or "our") is a job board operated by **Emil Huovinen**, a freelance developer based in Germany.

If you have any questions about this Privacy Policy or your personal data, you can reach us at: [emil.huo\[@\]gmail.com](mailto:emil.huo[@]gmail.com)

2. What we collect

When you create an account or use Backbone Jobs, we collect the following information:

Account information

- Email address
- Full name

Job preferences

- Years of experience
- Preferred locations
- Preferred roles
- Skills
- Job search status
- Employment status
- "Open to work anywhere" flag

Payment information

- Payments are handled securely through **Stripe**. We never store or process your full payment details ourselves.

Technical information

- Basic logs such as IP address or device type may be collected automatically by **Vercel**, our hosting provider, for security and analytics.
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3. How we use your data

We use your personal data to:

- Create and manage your account
 - Display your job preferences to improve matching
 - Provide customer support and respond to your requests
 - Send you job listing newsletters (only if you opt in)
 - Maintain, secure, and improve the platform
 - Process payments and manage subscriptions via Stripe
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4. Legal bases for processing

We process your personal data under the following legal bases (as required by the **General Data Protection Regulation – GDPR**):

- **Performance of a contract (Art. 6(1)(b) GDPR)** — to provide you with access to your Backbone Jobs account
 - **Consent (Art. 6(1)(a) GDPR)** — for newsletters or optional communication
 - **Legitimate interests (Art. 6(1)(f) GDPR)** — to maintain security, prevent fraud, and improve our service
 - **Legal obligations (Art. 6(1)(c) GDPR)** — for compliance with accounting or tax regulations related to payments
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5. Who we share data with

We only share your data with essential service providers who help us operate Backbone Jobs:

Provider	Purpose	Location	Safeguards
Supabase	Authentication, database, storage	EU/US	GDPR-compliant SCCs
Vercel	Hosting, logs, and analytics	US	SCCs
Stripe	Payment processing	EU/US	SCCs + GDPR DPA

We do **not** sell or rent your data, and we do **not** share your personal data with employers or any other third parties without your explicit consent.

6. Data retention

We keep your personal data only as long as necessary to provide our services or comply with legal requirements.

If you delete your account, your data will be permanently removed within **30 days**, except for payment or billing records that must be retained under tax law.

7. Your rights under GDPR

You have the following rights regarding your personal data:

- **Access** – Request a copy of the data we hold about you
- **Correction** – Ask us to fix inaccurate or incomplete data
- **Deletion** – Request that your data be erased ("right to be forgotten")
- **Portability** – Ask for your data in a structured, machine-readable format
- **Withdraw consent** – Opt out of newsletters or communications at any time
- **Complain** – File a complaint with your local Data Protection Authority

To exercise any of these rights, contact us at **emil.huo[[@](mailto:emil.huo@gmail.com)]gmail.com**.

8. Data transfers outside the EU

Some of our service providers (Supabase, Vercel, Stripe) may process data outside the European Economic Area (EEA).

These transfers are protected by **Standard Contractual Clauses (SCCs)** approved by the European Commission, ensuring GDPR-level protection.

9. Cookies and analytics

We use **Vercel Analytics** to understand how our site is used and to improve performance.

This may involve limited technical data (like anonymized IP addresses, device types, and usage metrics).

You can control cookies and analytics permissions through your browser settings.

10. Security

We use encryption (HTTPS), Supabase authentication, and secure hosting to protect your data.

While we take all reasonable measures to safeguard your information, no online system is completely secure — please use strong passwords and keep your credentials confidential.

11. How to delete or export your data

At this time, users can request deletion or export of their data by emailing **emil.huo[@]gmail.com**.

Requests are typically processed within **30 days**.

12. Updates to this policy

We may update this Privacy Policy to reflect changes in our practices or legal obligations.

If substantial updates occur, we'll notify you by email or through the website.

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