For procurement

Security questionnaire with ready answers

Honest answers to the questions asked most often in a company's security review. Where something does not exist, we write "No".

Answer status: Yes Partial No Info

General

Info

Where is data stored?

Servers and encrypted backups are in Finland. Google/Firebase, the AI provider and some other sub-processors may process data in the United States and other countries (Privacy Policy).

Yes

Is the list of sub-processors disclosed?

Yes: Google/Firebase, LiveKit, a hosting provider and an AI provider (only for AI features). See section 6 of the DPA.

Yes

Is there a data processing agreement (DPA)?

The template is on the /dpa page. Contact us for a signed copy (after the legal entity is registered).

No

Do you hold ISO 27001 / SOC 2?

No. The measures are described openly on the /security page and in this questionnaire.

Access and permissions

Yes

How are HR panel users authenticated?

Firebase Authentication (email and password). Password storage and verification are handled by Google/Firebase.

No

Is multi-factor authentication (MFA) available?

Not yet in the HR panel.

Yes

Is there role- and permission-based access?

Yes: team members get separate permissions for vacancies, profile, interviews and more. The role is checked against the database on every request.

Yes

How is data separated between companies?

A company sees only applications, exams and interviews for its own vacancies.

Info

Can Platform staff view customer data?

Only accounts with the administrator role (for moderation and support). The role is checked against the database.

Data protection

Yes

Is data encrypted in transit?

Yes: all traffic uses HTTPS; security headers (Helmet) are enabled on the API.

Partial

Is data encrypted at rest?

Sensitive fields are encrypted at field level with AES-256-GCM: name, email, phone, date of birth and links in a CV; chat and support messages; interview phone numbers. Other fields (for example the vacancy text) are stored unencrypted so they can be searched.

Info

How are encryption keys managed?

Keys are kept in the server environment and rotation is supported. If a key is lost, encrypted data cannot be recovered, so a copy of the key is protected separately.

Yes

Are there backups?

Yes: encrypted, in separate storage, in Finland. Their status is monitored on the public status page. Deleted data may remain in backups for about 30 days.

Yes

Are retention periods defined?

Yes: exam and application videos are deleted automatically after 14 days; a video not attached to an application within 6 hours.

Yes

Can user data be deleted?

Yes: a candidate deletes their account and personal data is anonymised. Deleting a company's data is done on request.

Application security

Yes

Is incoming data validated?

Yes: strict schema validation; unknown fields are rejected.

Yes

Is there rate limiting?

Yes: across the API, with stricter limits for sensitive operations.

Yes

How is CORS restricted?

To an allowlist of approved origins only.

Yes

Is there a vulnerability disclosure process?

Yes: the /security page and /.well-known/security.txt. There is no cash bounty programme.

Operations and resilience

Yes

Is there monitoring?

Yes: services are checked every 5 minutes; results and incident history are on the public status page.

Yes

Is there a breach notification commitment?

Yes: under the DPA, without undue delay and where possible within 72 hours.

Partial

Is there a disaster recovery plan with RTO/RPO?

Restoring from backup is possible; there is no formal RTO/RPO commitment or written recovery plan yet.

Privacy and AI

Yes

Is consent recorded?

Yes: acceptance date and document version are stored; consent is requested again after material changes.

Yes

Does AI make decisions about candidates?

No. AI is for support only; a person makes the hiring or rejection decision (company terms, section 6).

Yes

How are data subject requests (access, correction, deletion) handled?

Through support@sizinkaryera.life; candidates can often do it themselves in the app.

Answers are accurate as of the date above and describe Sizin Karyera's current state. If you need a different format (CAIQ, SIG and so on), send us your questions.

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