### **Data Privacy Impact Assessment (DPIA) Findings and Report**

**Project Title:**Automated Recruitment System for Safe Haven Solutions

**Date:** 30th July 2024

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**Approved By:** Mary Bamisile

#### **1. Project Description**

**Organization:**Safe Haven Solutions

**Project Summary:**Safe Haven Solutions is developing an automated recruitment system aimed at streamlining the hiring process. The system will collect, process, and store personal data from job applicants, third-party job boards, social media platforms, and background check services. The system will use machine learning algorithms for automated screening and scoring of candidates, as well as sending notifications and conducting data analysis.

**Scope of DPIA:**This DPIA assesses the privacy risks associated with the collection, use, storage, and sharing of personal data in the automated recruitment system. It also evaluates the measures implemented to mitigate these risks.

#### **2. Identified Risks**

| **Risk** | **Impact** | **Likelihood** | **Description** |
| --- | --- | --- | --- |
| Unauthorized Access | 4 (Major) | 3 (Possible) | Risk of unauthorized personnel accessing sensitive data. |
| Data Breaches | 5 (Catastrophic) | 4 (Likely) | Risk of data being accessed or stolen by malicious actors. |
| Data Corruption | 3 (Moderate) | 3 (Possible) | Risk of data being altered or corrupted. |
| Data Loss | 4 (Major) | 2 (Unlikely) | Risk of losing important data. |
| Phishing Attacks | 4 (Major) | 4 (Likely) | Risk of users being targeted by phishing scams. |
| Denial of Service (DoS) | 3 (Moderate) | 3 (Possible) | Risk of the system being made unavailable through DoS attacks. |

#### **3. Mitigation Measures**

| **Risk** | **Mitigation Measures** |
| --- | --- |
| ***Unauthorized Access*** | * Implement Role-Based Access Control (RBAC) |
|  | * Use Multi-Factor Authentication (MFA) |
|  | * Conduct regular access reviews and audits |
| ***Data Breaches*** | * Encrypt data at rest and in transit |
|  | * Implement Intrusion Detection and Prevention Systems (IDPS) |
|  | * Regularly conduct penetration testing and vulnerability assessments |
| ***Data Corruption*** | * Use checksums and hash functions to verify data integrity |
|  | * Implement version control and logging |
|  | * Conduct regular data integrity checks |
| ***Data Loss*** | * Schedule automated backups |
|  | * Use cloud-based storage solutions with geo-redundant storage options |
|  | * Implement data loss prevention (DLP) tools |
| ***Phishing Attacks*** | * Conduct regular phishing simulation exercises |
|  | * Implement robust email security solutions, including anti-phishing tools and sandboxing |
|  | * Train employees on identifying and avoiding phishing attempts |
| ***Denial of Service (DoS)*** | * Implement distributed denial of service (DDoS) protection services |
|  | * Use web application firewalls (WAF) |
|  | * Monitor network traffic for unusual patterns and establish rate limiting |

#### **4. Stakeholder Approvals**

**Project Sponsor:** Ms. A.G. Ochia 2/08/2024

**Data Protection Officer (DPO):** Ms. S. Matunda 2/08/2024  **Information Security Officer:** Ms. C. Precious 2/08/2024  **Legal Counsel:** Ms.T. Fanimehin 2/08/2024  **Risk Management Officer:** Mr. B. Wafula 2/08/2024

### **Conclusion**

The DPIA for Safe Haven Solutions' automated recruitment system has identified several privacy risks and outlined comprehensive mitigation measures. The successful implementation of these measures will help protect personal data, ensuring compliance with data protection regulations and safeguarding the privacy of all stakeholders.

**Approval Status:** Approved

**Comments:**

### **Next Steps**

1. **Implementation of Mitigation Measures:**Ensure all mitigation measures are implemented and tested.
2. **Monitoring and Review:**Regularly monitor the system for compliance with data protection principles and review the DPIA annually or when significant changes are made to the system.
3. **Stakeholder Communication:**Keep stakeholders informed about the progress of and any changes to the DPIA or mitigation measures.