

List of cookies for [careers.hays.co.uk](https://careers.hays.co.uk)

Cookie Name	Purpose of the cookie	Data collected	How this data is shared	Duration of cookie	Cookie provider Privacy Policy
AdRoll Roundtrip	AdRoll enables us to personalise ad campaigns based on your internet browsing history. In particular we use this cookie to remind you to return to sites you have already visited and may wish to return to.	<p>Anonymous: Ad Views, Analytics, Browser Information, Cookie Data, Date/Time, Demographic Data, Interaction Data, Page Views</p> <p>Personal Data Name, Email Address, IP Address, Unique Device ID</p>	<p>Aggregate data is shared with 3rd parties.</p> <p>Anonymous data is shared with 3rd parties.</p> <p>Personal data is shared with 3rd parties.</p>	1 Year	<a href="https://www.adroll.com/about/privacy">https://www.adroll.com/about/privacy</a>
DoubleClick	This cookie enables us to create, transact and manage digital advertising. DoubleClick is operated by Google.	<p>Anonymous: Ad Views, Analytics, Browser Information, Cookie Data, Date/Time, Demographic Data, Hardware/Software Type, Internet Service Provider, Interaction Data, Page Views , Serving Domains</p> <p>Pseudonymous: Search History,</p> <p>Personal Data Name, Address, Phone Number, Email Address, Login, IP Address, Unique Device ID, Location Based Data</p>	<p>Aggregate data is shared with 3rd parties.</p> <p>Anonymous data is shared with 3rd parties.</p> <p>Personal data is shared with 3rd parties.</p> <p>Sensitive data is shared with 3rd parties.</p>	5 years	<a href="http://www.google.com/intl/en/policies/privacy/">http://www.google.com/intl/en/policies/privacy/</a>

Cookie Name	Purpose of the cookie	Data collected	How this data is shared	Duration of cookie	Cookie provider Privacy Policy
DoubleClick Spotlight	This cookie enables us to create, transact and manage digital advertising. DoubleClick is operated by Google.	<p>Anonymous: Ad Views, Analytics, Browser Information, Cookie Data, Date/Time, Demographic Data, Hardware/Software Type, Internet Service Provider, Interaction Data, Page Views, Serving Domains</p> <p>Pseudonymous: Search History,</p> <p>Personal Data Name, Address, Phone Number, Email Address, Login, IP Address, Unique Device ID, Location Based Data</p>	<p>Aggregate data is shared with 3rd parties.</p> <p>Anonymous data is shared with 3rd parties.</p> <p>Personal data is shared with 3rd parties.</p> <p>Sensitive data is shared with 3rd parties.</p>	2 years	<a href="http://www.google.com/intl/en/policies/privacy/">http://www.google.com/intl/en/policies/privacy/</a>
Google Analytics	Google Analytics is a web analytics service provided by Google, Inc. Google Analytics uses cookies to help us analyse how visitors use our site. Google will use this information for the purpose of assessing your use of the website, compiling reports on website activity for us and providing other services to us relating to website activity and internet usage.	<p>Anonymous: Ad Views, Analytics, Browser Information, Cookie Data, Date/Time, Demographic Data, Hardware/Software Type, Internet Service Provider, Interaction Data, Page Views, Serving Domains</p> <p>Personal Data: IP Address, Search History, Location Based Data, Device ID, Name, Address, Phone</p>	<p>Aggregate data is shared with 3rd parties.</p> <p>Anonymous data is shared with 3rd parties.</p> <p>Personal data is shared with 3rd parties.</p>	This is a persistent cookie that expires in 2 years. With each new visit, the expiry date is refreshed back to 2 years.	<a href="http://www.google.com/intl/en/policies/privacy/">http://www.google.com/intl/en/policies/privacy/</a>

Cookie Name	Purpose of the cookie	Data collected	How this data is shared	Duration of cookie	Cookie provider Privacy Policy
		Number, Email Address, Login, IP Address, Unique Device ID			
GA Audiences	Google Audiences helps us to organise and analyse your data. The cookies help us to understand more about the type of people who visit our website and the optimal frequency with which to send advertising messages to our Website Users.	<p>Anonymous: Ad Views, Analytics, Browser Information, Cookie Data, Date/Time, Demographic Data, Hardware/Software Type, Internet Service Provider, Interaction Data, Page Views, Serving Domains</p> <p>Personal Data: IP Address, Search History, Location Based Data, Device ID, Name, Address, Phone Number, Email Address, Login, IP Address, Unique Device ID</p>	<p>Aggregate data is shared with 3rd parties.</p> <p>Anonymous data is shared with 3rd parties.</p> <p>Personal data is shared with 3rd parties.</p>	2 years	<a href="http://www.google.com/intl/en/policies/privacy/">http://www.google.com/intl/en/policies/privacy/</a>
Google Tag Manager	This cookie is associated with sites using Google Tag Manager to load other scripts and code into a page. The cookie helps us to classify information on our website and label it in a way which makes it easier to be found in future searches.	<p>Anonymous: Ad Views, Analytics, Browser Information, Cookie Data, Date/Time, Demographic Data, Hardware/Software Type, Internet Service Provider, Interaction Data, Page Views, Serving Domains</p> <p>Personal Data:</p>	<p>Aggregate data is shared with 3rd parties.</p> <p>Anonymous data is shared with 3rd parties.</p> <p>Personal data is shared with 3rd parties.</p>	The length of the browsing session	<a href="http://www.google.com/intl/en/policies/privacy/">http://www.google.com/intl/en/policies/privacy/</a>

Cookie Name	Purpose of the cookie	Data collected	How this data is shared	Duration of cookie	Cookie provider Privacy Policy
		IP Address, Search History, Location Based Data, Device ID, Name, Address, Phone Number, Email Address, Login, IP Address, Unique Device ID			
Google Dynamic Remarketing	This cookie enables us to create, transact and manage digital advertising.	<p>Anonymous: Ad Views, Analytics, Browser Information, Cookie Data, Date/Time, Demographic Data, Hardware/Software Type, Internet Service Provider, Interaction Data, Page Views, Serving Domains</p> <p>Pseudonymous: Search History</p> <p>Personal Data Name, Address, Phone Number, Email Address, Login, IP Address, Location Based Data, Unique Device ID</p>	<p>Aggregate data is shared with 3rd parties.</p> <p>Anonymous data is shared with 3rd parties.</p> <p>Personal data is shared with 3rd parties.</p> <p>Sensitive data is shared with 3rd parties.</p>	2 Years	<a href="http://www.google.com/intl/en/policies/privacy/">http://www.google.com/intl/en/policies/privacy/</a>
Google Adwords Conversion	This cookie enables us to create, transact and manage digital advertising.	<p>Anonymous: Ad Views, Analytics, Browser Information, Cookie Data, Date/Time, Demographic Data, Hardware/Software Type, Internet Service Provider, Interaction Data, Page Views, Serving Domains</p>	<p>Aggregate data is shared with 3rd parties.</p> <p>Anonymous data is shared with 3rd parties.</p> <p>Personal data is shared with 3rd parties.</p>	2 Years	<a href="http://www.google.com/intl/en/policies/privacy/">http://www.google.com/intl/en/policies/privacy/</a>

Cookie Name	Purpose of the cookie	Data collected	How this data is shared	Duration of cookie	Cookie provider Privacy Policy
		<p>Pseudonymous: Search History,</p> <p>Personal Data Name, Address, Phone Number, Email Address, Login, IP Address, Location Based Data, Unique Device ID</p>	Sensitive data is shared with 3rd parties.		
Sizmek	<p>These cookies allow us to provide you with a more tailored online advertising experience. They also allow us to monitor the success of and manage advertising campaigns and present you with advertisements that are more likely to be interesting and relevant to you. The cookies enable us to determine if we have already served an ad to a specific user and to cap the frequency that they are presented to the same user.</p>	<p>Anonymous: Browser Information, Date/Time, Demographic Data, Hardware/Software Type, Page Views</p> <p>Personal Data: IP Address, Location Based Data</p>	<p>Anonymous data is shared with 3rd parties.</p> <p>Personal data is shared with 3rd parties.</p>	Up to 90 days from the last user interaction.	<a href="http://www.sizmek.com/privacy-policy/">http://www.sizmek.com/privacy-policy/</a>
Crazy Egg	<p>We use Crazy Egg's Analysis Service to obtain information about how you interact with our website.</p> <p>This cookie helps us to see what people are doing on our website, such as</p>	<p>Anonymous: Analytics, Browser Information, Cookie Data, Date/Time, Demographic Data, Hardware/Software Type, Internet Service Provider, Interaction Data,</p>	Personal data is shared with 3rd parties.	5 Years	<a href="https://www.crazyegg.com/privacy">https://www.crazyegg.com/privacy</a>

Cookie Name	Purpose of the cookie	Data collected	How this data is shared	Duration of cookie	Cookie provider Privacy Policy
	showing us where people are clicking (and where they aren't). Or how many people scroll down our pages (and where most people stop). Also, it allows us to see where those people are coming from to begin with, and who clicks on what the most.	<p>Page Views</p> <p>Personal Data: IP Address, Location Based Data, Clickstream Data, Device ID, Name, Address, Phone Number, Email Address, Login, IP Address, Unique Device ID</p> <p>Sensitive (Financial Information)</p>			
Hotjar	We use the following services provided by Hotjar Ltd: Heatmaps, Visitor recordings, Funnels and Form Analysis, Feedback Polls and Surveys and Recruiters. Heatmaps show anonymously where users click on a webpage, with red showing the "hottest" areas. Visitor recordings show users actually using the website, collating where the user moves and clicks the mouse. Any personal information is anonymised. Funnels can be used to see where we lost most of our visitors. Forms allow us to	<p>Anonymous: Analytics, Browser Information, Cookie Data, Date/Time, Demographic Data, Hardware/Software Type, Internet Service Provider, Interaction Data, Page Views, Serving Domains</p> <p>Personal Data: IP Address, Location Based Data, Clickstream Data, Device ID, IP Address, Unique Device ID</p>	Not disclosed by the cookie provider	1 Month	<a href="http://www.hotjar.com/privacy">http://www.hotjar.com/privacy</a>

Cookie Name	Purpose of the cookie	Data collected	How this data is shared	Duration of cookie	Cookie provider Privacy Policy
	<p>analyse exactly where on a form, e.g. on which field, users are stopping and no longer filling in the information. It helps to identify fields that are confusing or causing concern to visitors. Incoming feedback allows us to capture live feedback from users about the website. Feedback polls and surveys give us the facility to create pop-up polls and surveys on different webpages. We can create a set of questions and give users a selection of pre-created answers or a free text box. Recruiters allows us to ask our visitors for their help directly on our pages. We can invite them to a live user test via screen sharing (e.g. via Skype) to truly see how they use our pages and what they are thinking. The information generated by the tracking code and cookie about your use of the website will be transmitted to and stored</p>				

Cookie Name	Purpose of the cookie	Data collected	How this data is shared	Duration of cookie	Cookie provider Privacy Policy
	<p>by Hotjar on servers in Ireland.</p> <p>Hotjar uses this information for the purpose of evaluating your use of the website, compiling reports on website activity for website operators and showing website operators how users are using the website and what feedback they have. Hotjar uses a variety of services hosted by third parties, such as Google Analytics and Optimizely. These services may collect information sent by your browser as part of a web page request, such as cookies or your IP request. For information on how Google Analytics and Optimizely collect and use your information, please refer to their privacy policies which are located <a href="#">here</a> and <a href="#">here</a> respectively. The cookies used by Hotjar have differing durations: some are 365 days, some persist for the session only.</p>				



Cookie Name	Purpose of the cookie	Data collected	How this data is shared	Duration of cookie	Cookie provider Privacy Policy
	<p>You can click here to opt out, if you decide that Hotjar's services (as described above) are not for you: <a href="https://www.hotjar.com/opt-out">https://www.hotjar.com/opt-out</a>.</p> <p>This cookie is also set when you minimise a Recruit User Testers widget. It is used to ensure that the widget stays minimised when you navigate through our site.</p>				
iGoDigital	This cookie provides us with analytics data so that we can personalise the content that you see, and improve your user experience.	<p>Anonymous:</p> <p>Browser Information, Date/Time, Demographic Data, Interaction Data</p>	Anonymous data is shared with 3rd parties.	10 Years	<a href="https://www.salesforce.com/company/privacy/?_ga=2.200891437.245723985.1526045466-733955534.1520371899">https://www.salesforce.com/company/privacy/?_ga=2.200891437.245723985.1526045466-733955534.1520371899</a>