

Cookie Notice

JobCloud uses cookies and other similar tracking technologies, including third-party technologies on JobCloud's websites, apps, email communications and other online services. They are used to enable, enhance, personalize, and analyse the use of our services and for purposes of personalized advertising. This Cookie Notice explains what these technologies are and why and how we use them, as well as your rights to control our use of them. Please also refer to our [Privacy Policy](#) to learn how we process personal data relating to you.

Tracking technologies we use

Our websites may use cookies, web beacons, pixel, plug-ins, analytics tools and other similar technologies, including third-party technologies (collectively referred to as "Tracking Technologies") which allow us and third parties to track your use of our website.

"Cookies" are small text files that are placed and stored on your browser or your device when you visit our websites or use our apps. Our websites may place session and persistent cookies on your device. "Session cookies" are cookies that typically last for as long as you are using your browser or browser session. When you end your browser session, the cookie expires. Session cookies are used, for example, to store your login information during your visit to the website.

"Persistent" cookies will last after you close your browser. This allows, for example, for quicker and often more convenient access to our website. Permanent cookies are used for automatic login, for example, if expressly requested by the user during the registration process.

Our websites may place first-party cookies and allow third parties to place cookies on your device. "First-party" cookies are cookies set by JobCloud. In addition, our websites use external services, which also set their own cookies, known as "third-party" cookies. All third parties who process usage data on our behalf are contractually committed to measures to ensure the security and confidentiality of the data processed.

"Pixel tags" (also called beacons) are small blocks of code placed on webpages, apps, emails or ads that enable us to identify users when providing our services and track interactions with our platforms and apps.

"Software Development Kits" (also called "SDKs") are blocks of code that function like cookies and pixel tags, for mobile apps. SDKs allow to collect information about the device and network you use to access our applications and about your interaction with our applications.

"Local storage" refers to files that are created by apps or websites and stored on your device or browser. Such files function similarly to cookies.

Log files: When you visit our platforms, general access data is stored in a log file for statistical purposes. Such log information includes the following items: IP address, date and time of access, name of the file retrieved access status (OK, partial content, document not found, etc.), page from which access occurred, top level domain (*.ch etc.), web browser used, operating system used, platform used (desktop or mobile). JobCloud processes such data in anonymized form, for example, to determine which days have an especially high number of visits. No personalized evaluation of the log files is made.

Google Consent Mode: JobCloud uses Google Consent Mode to estimate the performance of our marketing campaigns and user behaviour. Google Consent Mode will send cookie-less pings to the Google servers regardless of the cookie consent preferences. Cookie-less pings, as part of regular HTTP/browser communication, may include the following information: IP address, screen size and resolution, browser info, your location (country), preferred language setting, websites/subpages visited, interactions with website elements (clicks, scrolls, mouse movements), date and time of access to the website and its sub-pages.

How do we use tracking technologies?

1. STRICTLY NECESSARY IMPLEMENTATION

Strictly necessary cookies are required to browse our websites and use the functionalities of the websites. The cookies we use that are necessary for the functionality and performance of our website, allow our website to operate more efficiently and safely and facilitate your use of the features and services offered. E.g. such cookies allow core website functionality such as user login and account management. In cases in which personal

information of EU users is included in certain cookies that we process, the processing is performed in accordance with art. 6 para. 1 lit. f GDPR to pursue our legitimate interest in ensuring the functionality of the website.

Tealium iQ Tag Manager

The cookies explained in the sections "Functional Cookies" and "Marketing Cookies" are managed in Tealium iQ via the Tealium Consent Management functionality. Through this application, we enable website visitors to manage the cookies they use and manage which tags, scripts and pixels should be activated. A record is kept of which category the user has given permission to (opt-in management). We use this to manage your consents to data processing via our website, in particular the setting of cookies, as well as your right to revoke consent already given. The purpose of the data processing is to obtain and document the necessary consents for data processing and thus to comply with legal obligations.

Processing Company: Tealium Inc., 9605 Scranton Rd. Ste. 600, San Diego, CA 92121, USA

Processing Purposes: Cookie consent management

Technologies Used: Cookies that are placed in the browser

Data Collected by or through the use of this service: Date and time of user when giving consent (implicit or explicit), URL of visited landing page, anonymized IP address and user agent, opt-in and opt-out data

Legal Basis for EU users: Art. 6 para. 1 lit. f GDPR

Location of Processing: European Union

Transfer to Third Countries: This service forwards the collected data to the European Union and the United States of America. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Tealium Inc.

Click here to read the privacy policy of the data processor: <https://tealium.com/privacy-notice>

name	tool	storage
CONSENTMGR	Tealium	1 year

JobCloud Pixels for Programmatic Advertising Product

JobCloud places pixels on its websites for measuring of the number of clicks of job applicants on the advertisements, elimination of bot clicks or multiple clicks by the same job applicant, and assignment of the applicants to the job ads. The pixels are placed on the job ads on JobCloud's and external platforms and on the job application forms on behalf of business customers using Programmatic Advertising Products.

Processing Company: JobCloud AG, Albisriederstrasse 253, 8047 Zurich, Switzerland

Processing Purposes: Clicks measurement, optimization, analytics

Technologies Used: Pixels that are placed in the browser

Data Collected by or through the use of this service: IP address (anonymized after 30 days), behavioural data (on the Customer's website: number and length of visits, limited to the pages specified by the Customer and related to the apply form, devices and browsers used, last page visited)

Legal Basis for EU users: Data processing agreement with the customer of JobCloud

Location of Processing: Switzerland

Transfer to Third Countries: This service does not transfer the collected data to third countries.

Data Recipients of the data collected: JobCloud AG

Click here to read the privacy policy of JobCloud AG: <https://www.jobcloud.ch/c/en/privacy-policy/>

name	tool	storage
jc_85080926-18bd-4833-ab96-e2f2911823d6_other_details	JobCloud	30 days
jc_85080926-18bd-4833-ab96-e2f2911823d6_other_details	JobCloud	30 days

Other technical necessary cookies for the functionality and error-free performance of our website

JobCloud AG

Processing Company: JobCloud AG, Albisriederstrasse 253, 8047 Zurich, Switzerland

Processing Purposes: Functionality and error-free provision of the website

Technologies Used: Cookies that are placed in the browser

Data Collected by or through the use of this service: Session-ID

Legal Basis for EU users: Art. 6 para. 1 lit. f GDPR

Location of Processing: Switzerland

Transfer to Third Countries: This service forwards the collected data to the European Union.

Data Recipients of the data collected: JobCloud AG

Click here to read the privacy policy of JobCloud AG: <https://www.jobcloud.ch/c/en/privacy-policy/>

name	tool	storage
session_id	JobCloud	180 days
access_token	JobCloud	1 hour
cookie_disclaimer_dismissed	JobCloud	2 years
ab_experiments	JobCloud	1 month
auth_event	JobCloud	Max. 10 seconds
auth_handler	JobCloud	Max. 1h
install_native_app_dismissed	JobCloud	14 days
is_authenticated	JobCloud	30 days
login_teaser	JobCloud	3 days
profile_prefill_dismissed	JobCloud	1 year
passwordless_user_token	JobCloud	Session
profile_teaser_application	JobCloud	1 day / 365 days
search_version	JobCloud	Session
spotted-teaser-dismissed	JobCloud	1 year
user_authenticated	JobCloud	1 year
user_email	JobCloud	Session
user_returning	JobCloud	1 year
user_salary	JobCloud	Session
user_token	JobCloud	1 year
vacancy_search_teasers_dismissed	JobCloud	365 days

Functional Software, Inc. d/b/a Sentry

Processing Company: Functional Software, Inc. d/b/a Sentry, 45 Fremont Street, 8th Floor, San Francisco, CA 94105, United States of America

Processing Purposes: Functionality and error-free provision of the website

Technologies Used: Cookies that are placed in the browser

Data Collected by or through the use of this service: UU-ID, Session ID

Legal Basis for EU users: Art. 6 para. 1 lit. f GDPR

Location of Processing: European Union, USA

Transfer to Third Countries: This service forwards the collected data to the European Union and United States of America.

For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Functional Software Inc.

Click here to read the privacy policy of Functional Software, Inc.: <https://sentry.io/privacy/>

name	tool	storage
Sentry-sc	Sentry	1 year
gsID	Sentry	Duration of the session
session	Sentry	Duration of the session

2. FUNCTIONAL AND ANALYTICAL PURPOSES

The use of functional cookies is necessary for our website to work as well as possible for you. The information collected by analytical cookies tells us, for example, how visitors use our website and which pages are visited most frequently. Analysing how users use the website lets us provide higher quality, more relevant search results, as well as an optimized web experience. A website should be structured in such a way that you, as a visitor, feel comfortable on the site and can easily find your way around. Thanks to the analysis tools, we can make our website more attractive, and we receive feedback about the quality of our site.

JobCloud functional cookies

name	tool	storage
recent-searches	JobCloud	36 months

Microsoft Clarity

We use Clarity on our website to analyse visitor behaviour. We receive reports and visuals from Clarity that show us where and how users are moving around our site and what elements they interact with. Personally identifiable information is anonymised and never reaches Clarity's server. This means that you as a website user are not personally identified, and we still learn a lot about your interaction with our sites.

Processing Company: Microsoft Ireland Operations Limited, One Microsoft Place, South County Business Park, Leopardstown, Dublin 18 D18 P521, Ireland

Processing Purposes: Analytics

Technologies Used: Cookie and tracking code that are placed in the browser

Data Collected by or through the use of this service: IP address, screen size and resolution, browser info, your location (country), preferred language setting, websites/subpages visited, interactions with website elements (clicks, scrolls, mouse movements), date and time of access to the website and its sub-pages

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: The personal data collected by Microsoft may be stored and processed in the EU, in the United States, and in any other jurisdiction in which Microsoft or its affiliates, subsidiaries, or service providers maintain facilities. Typically, the primary storage location is in the customer's region or in the United States, with a data backup in a data center in another region.

Transfer to Third Countries: This service forwards the collected data to the European Union and the United States of America but may forward the collected data to a different country. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Microsoft Ireland Operations Limited; Microsoft Corporation, One Microsoft Way, Redmond, Washington 98052, USA

Click here to read the privacy policy of the data processor: <https://privacy.microsoft.com/privacystatement>

name	tool	storage
_clck	Clarity	1 year
_clsk	Clarity	1 day
CLID	Clarity	1 year
ANONCHK	Clarity	10 min
MR	Clarity	Duration of session
MUID	Clarity	1 year
SM	Clarity	Duration of session

Google Analytics

This is a web analytics service. With this, we can measure the advertising return on investment "ROI" as well as track user behaviour with flash, video, websites and applications. This service enables us to distinguish users, to throttle request rate, register a unique ID that is used to generate statistical data on how the visitor uses the website.

Processing Company: Google Ireland Limited, Gordon House, 4 Barrow St, Grand Canal Dock, Dublin 4, D04 V4X7, Ireland

Processing Purposes: Analytics

Technologies Used: Cookies, Pixel and JavaScript that are placed in the browser

Data Collected by or through the use of this service: Click path, date and time of visit, device information, location information, anonymized IP address, pages visited, referrer URL, browser information, hostname, browser language, browser type, screen resolution, device operating system, interaction data, user behaviour, visited URL, cookie ID

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. United States of America. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Google Ireland Limited, Google LLC USA, Alphabet Inc.

Click here to read the privacy policy of the data processor: <https://policies.google.com/privacy?hl=en>

name	tool	storage
_ga	Google Analytics	2 years
_gid	Google Analytics	1 day
_gali	Google Analytics	30 seconds
_gat_globalGaTracker	Google Analytics	0 days
_gat_UAxxxxxxxxxx	Google Analytics	0 days
tealium_ga	Google Analytics	2 years
tealium_ga_XXXXXXXXXX	Google Analytics	2 years

Tealium Collect

We use this service to collect and send all client-side user information and events to the Tealium Customer Data Platform, where the data is forwarded server-to-server (given the appropriate consent) to other third-party vendors like Google Analytics or Salesforce Marketing Cloud.

Processing Company: Tealium Inc., 9605 Scranton Rd. Ste. 600, San Diego, CA 92121, United States of America

Processing Purposes: Analytics

Technologies Used: Cookies that are placed in the browser

Data Collected by or through the use of this service: Click path, date and time of visit, device information, location information, anonymized IP address, pages visited, referrer URL, browser information, hostname, browser language, browser type, screen resolution, device operating system, interaction data, user behaviour, visited URL, cookie ID

Legal Basis for EU users: Art. 6 para 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to the United States of America. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Tealium Inc.

Click here to read the privacy policy of the data processor: <https://tealium.com/privacy-notice>

name	tool	storage
utag_main	Tealium	1 year
TAPID	Tealium	1 year
_teal_prevPage	Tealium	30 min

Functional Software, Inc. d/b/a Sentry

Processing Company: Functional Software, Inc. d/b/a Sentry, 45 Fremont Street, 8th Floor, San Francisco, CA 94105, United States of America

Processing Purposes: Analytics

Technologies Used: Cookies that are placed in the browser

Data Collected by or through the use of this service: UU-ID, Session ID

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union, USA

Transfer to Third Countries: This service forwards the collected data to the European Union and United States of America. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Functional Software Inc.

Click here to read the privacy policy of the data processor: <https://sentry.io/privacy/>

name	tool	storage
AMP_MKTG	Sentry	1 year
AMP	Sentry	1 year

Zendesk GmbH

We use Zendesk for customer care, support and engagement with clients and candidates, to manage customer interactions and ensure efficient customer service, as well as to improve performance and analyse functionality.

Processing Company: Zendesk GmbH c/o TaylorWessing, Neue Schönhauser Str. 3-5, 10178 Berlin, Germany

Processing Purposes: Analyse

Technologies Used: Cookies that are placed in the browser

Data Collected by or through the use of this service: cookies, events (e.g. page view)

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service forwards the collected data to the European Union. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Zendesk GmbH c/o TaylorWessing

Click here to read the privacy policy of the data processor: <https://www.zendesk.de/company/agreements-and-terms/privacy-notice/>

name	tool	storage
ZD-suid	Zendesk	persistent
ZD-buid	Zendesk	persistent
ZD-store	Zendesk	persistent

Adobe Analytics

This is a web analytics service. With this, we can measure the effectiveness of advertising channels as well as track user journey on websites and applications. This service enables us to register a unique ID that is used to generate statistical data on how the visitors use the website and create statistical analysis on the site or application performance.

Processing Company: Adobe Systems Software Ireland Ltd, 4–6 Riverwalk City West Business Campus, Dublin 24, Ireland

Processing Purposes: Analytics

Technologies Used: Cookies, Pixel and JavaScript that are placed in the browser

Data Collected by or through the use of this service: cookie ID, ongoing visit

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. United States of America. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Adobe Systems Software Ireland Ltd, Adobe Inc.

Click here to read the privacy policy of the data processor: https://www.adobe.com/ch_de/privacy/policy.html

name	tool	storage
demdex	Adobe Analytics	180 days
dextp	Adobe Analytics	180 days
AMCV	Adobe Analytics	2 years
AMCVS	Adobe Analytics	Session duration
s_ecid	Adobe Experience Cloud ID Service	2 years
everest_g_v2	Adobe Experience Cloud ID Service	1 year

dmp	Adobe Experience Cloud ID Service	6 months
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3. MARKETING PURPOSES (Targeting Advertisement Cookies and similar technologies)

JobCloud uses marketing cookies to ensure that users get more relevant advertising messages by ensuring optimal targeting of the ads; we also use such cookies to measure the effectiveness of the ads.

OpenAI Advertising Services / ChatGPT Ads

This service, provided by OpenAI, helps us measure the effectiveness of our advertising campaigns on ChatGPT, attribute conversions, understand interactions with our website after users engage with our ads, optimize our marketing efforts, and determine ad relevance.

OpenAI advertising services may use automated processing to measure ad interactions, attribute conversions, analyze campaign performance, optimize campaign delivery, and evaluate ad relevance.

The OpenAI Ads Measurement Pixel measures website events after a user clicks an ad in ChatGPT. The pixel may process an OpenAI ad-click reference (oppref), store it in a first-party __oppref cookie, and send standard or custom conversion events. Where enabled, conversion events may also be transmitted server-side through the OpenAI Conversions API. An opaque browser reference stored in the Pixel's first-party __obref cookie may be used for conversion measurement and matching, including matching browser-based and server-side conversion events.

Where Advanced Matching or Automatic Advanced Matching is enabled, supported first-party customer identifiers may be used to improve conversion matching. Supported identifiers may be normalized and securely hashed using SHA-256 before being transmitted to OpenAI. With Automatic Advanced Matching, supported customer information is detected and hashed in the browser before being included with conversion events; raw customer information is not sent to OpenAI through Automatic Advanced Matching.

Depending on the features enabled, this may involve processing conversion events, pseudonymous identifiers, campaign parameters, and, where applicable, first-party data provided or processed for advanced conversion matching, measurement, attribution, or campaign optimization, as well as, where available, enabled, and legally permitted, audience creation or audience matching, subject to applicable legal requirements and user consent choices.

Processing company: OpenAI Ireland Limited, 1st Floor, The Liffey Trust Centre, 117-126 Sheriff Street Upper, Dublin 1, D01 YC43, Ireland

Processing purposes: Advertising, conversion tracking, attribution, campaign measurement, reporting, analytics, conversion matching, campaign optimization, ad relevance, fraud prevention, security, and improvement of advertising services, and, where available, enabled, and legally permitted, audience creation or audience matching

Technologies used: OpenAI Ads Measurement Pixel, JavaScript SDK, OpenAI Conversions API where enabled, cookies and pixels placed in the browser, browser-based tracking technologies, URL parameters, UTM parameters, ad-click reference identifiers, browser reference identifiers, SHA-256 hashing for supported identifiers, and similar technologies

Data collected by or through the use of this service: Browser information, device information, online identifiers, cookie information, OpenAI ad-click reference identifiers, browser reference identifiers, IP address, source URL, landing page URL, date and time of visit, page views, interaction data, ad interaction data, conversion events, event metadata, campaign parameters, and ad performance metrics. Where Advanced Matching or similar conversion-matching functionality is enabled, this may also include securely hashed first-party identifiers such as email addresses, phone numbers, external or customer identifiers, first and last names, and associated geographic matching information such as country, region, city, or postal code. Depending on the configured events, this may include job listing views, job search interactions, application events, registration events, and related conversion data

Legal basis for EU users: Art. 6 para. 1 lit. a GDPR. Processing is based on your consent, which you may withdraw at any time via our Cookie Settings panel

Location of processing: European Economic Area (EEA), Switzerland, United States, and other regions where OpenAI, its affiliates, service providers, or subprocessors operate

Transfer to third countries: Data may be transferred to countries outside the EEA and Switzerland, including the United States. Where required, OpenAI relies on appropriate safeguards for international data transfers, such as Standard Contractual Clauses (SCCs) or equivalent mechanisms under GDPR and the Swiss Federal Act on Data Protection (FADP).

Data recipients: OpenAI Ireland Limited, OpenAI OpCo, LLC, OpenAI affiliates, service providers, and subprocessors involved in providing, securing, measuring, optimizing, and reporting on OpenAI advertising and conversion services. For more information, please read the privacy and legal information of the processing company (particularly [Europe Privacy Policy](#); [Advertising Terms](#); [Conversion Terms](#); [Ad Tools Terms](#); [OpenAI Ad Tools Data Processing Addendum](#)).

name	tool	storage
__oppref	OpenAI Ads Measurement Pixel / ChatGPT Ads	30 days
__obref	OpenAI Ads Measurement Pixel / ChatGPT Ads	1 year

AdRoll

AdRoll is a digital marketing platform specializing in retargeting and personalized display advertising, designed to help businesses re-engage visitors and optimize ad campaigns across websites, social media, and email. It leverages advanced data analytics and AI technology to deliver targeted ads that increase customer engagement and drive sales.

Processing Company: NextRoll, Inc. (including AdRoll platform), 2300 Harrison St, Fl 2, San Francisco, CA 94110, USA

Processing Purposes: Advertising, retargeting, campaign optimization, analytics, measurement, attribution

Technologies Used: Cookies that are placed in a browser, Pixels on our websites, Mobile Identifiers

Data Collected: Cookie ID, device and browser information, IP address (non-precise geolocation), page views, ads shown/clicked, browsing actions, CRM/e-mail (hashed), device advertising IDs, aggregated segment data

Legal Basis for EU users: Consent (Art. 6(1)(a) GDPR)

Location of Processing: United States, European Union and other regions with data protection safeguards

Transfer to Third Countries: data may be transferred to the United States and other countries. NextRoll relies on Standard Contractual Clauses (SCCs) and other appropriate safeguards under the GDPR and the Swiss Federal Act on Data Protection (FADP) to ensure adequate protection for international data transfers. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: NextRoll subsidiaries, technology and supply partners, clients (in pseudonymous segments), service providers

Click here to read the privacy policy of the data processor: <https://www.nextroll.com/privacy>

name	tool	storage
__adroll	AdRoll	13 months from last use
__ar_v4	AdRoll	13 months from last use
__adroll_shared	AdRoll	13 months from last use
__adroll_fpc	AdRoll	13 months from last use
__adroll_opt_out	AdRoll	Until opt-out removed/reset
(ad tracking cookies – see full list in privacy policy)		

Snap Pixel

The service stores and processes information about visitors' behaviour on our websites. Using Snap Pixel, we can track users' actions on our websites after they have seen or clicked on a Snap ad. This procedure is used to evaluate the effectiveness of Snapchat ads for statistical and market research purposes, and it can help to optimise future advertising measures.

Processing Company: Snap Inc., located at 3000 31st Street, Santa Monica, California 90405

Processing Purposes: Conversion tracking, remarketing, statistics, market research

Technologies Used: Pixel

Data Collected: data on specific events (such as page views, content views, searches, add-to-cart actions, checkouts or purchases, leads, and sign-ups, and can track both standard and custom events), anonymized user and device information (including device type, operating system, browser, IP address (for location), Snapchat user ID (if matched), and language or locale settings), behavioural and conversion data (such as which ads led users to the site, actions taken after clicking an ad, purchase amounts, and time spent on pages, helping advertisers measure performance, optimize campaigns, and retarget users). The Snapchat Pixel does not collect personally identifiable information like names, emails, or payment details unless explicitly provided via custom events, and Snapchat also offer a Conversion API for server-side tracking to improve accuracy when browser-based tracking is limited.

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. United States of America. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: The data is stored and processed by Snap, so that a connection to the respective user profile is possible and Snap can use the data for its own advertising purposes in accordance with Snap's privacy policy.

Click here to read the privacy policy of the data processor: <https://values.snap.com/privacy/privacy-center/>

name	tool	storage
__Host-sc-a-auth-session	Snap	Session or 1 year
__Host-sc-a-nonce	Snap	End of session or 1 year
__Host-sc-a-session	Snap	End of session or 1 year
__Host-sc-a-session-skip-login	Snap	End of session or 1 hour
__Host-X-Snap-Client-Cookie	Snap	1 year
_sc-sid	Snap	End of session, 30 minutes of inactivity, or Midnight UTC

Google DV360

This is a demand-side platform for managing advertising campaigns. The service enables us to display relevant ads to our users on Google partner sites, analyse user actions, and receive campaign reports.

Processing Company: Google Ireland Limited, Gordon House, Barrow Street, Dublin 4, D04 V4X7, Ireland

Processing Purposes: remarketing, advertising, analytics, optimisation

Technologies Used: Cookie and Pixel

Data Collected: IP address, unique user ID (including third-party and publisher IDs), device/browser data, location, advertisement/request information, interaction data

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: Data may be transferred to the United States; Google LLC and related entities comply with the EU-US Data Privacy Framework

Data Recipients of the data collected: Google Ireland Limited, Google LLC USA, Alphabet Inc; data may also be shared with Analytics 360, YouTube, and selected third-party platforms

Click here to read the privacy policy of the data processor: <https://policies.google.com/privacy?hl=en>

name	Tool	storage
DSID	DV360	2 weeks
test_cookie	DV360	15 minutes
id	DV360	13 months (EEA/UK), 24 months (elsewhere); OPT_OUT exp.: 2030/11/09
__gads	DV360	13 months
receive-cookie-deprecation	DV360	6 months
pm_sess	DV360	30 minutes
pm_sess_NNN	DV360	30 minutes
aboutads_sessNNN	DV360	30 minutes

FPAU	DV360	90 days
ANID*	DV360	13 months (EEA/UK), 24 months (elsewhere)
AID*	DV360	13 months (EEA/UK), 540 days (elsewhere)
ar_debug	DV360	90 days
IDE	DV360	13 months (EEA/UK), 24 months (elsewhere)
TAID*	DV360	14 days
FPGCLDC	DV360	90 days
_gcl_dc	DV360	90 days
_gcl_au	DV360	90 days
FLC	DV360	10 seconds
RUL	DV360	12 months
APC	DV360	6 months

Google Advertising Services (Google Ads, Google Ad Manager, DoubleClick)

This service, provided by Google Ireland Limited, helps us deliver relevant advertisements, serve and manage advertising inventory, measure campaign effectiveness, optimize our marketing efforts, and determine ad display and user relevance.

Google advertising services utilize automated processing, including machine learning, to analyse user behaviour, optimise bidding, determine ad relevance, timing, placement, and support ad serving and campaign optimization. This may involve profiling based on pseudonymous user data (e.g., device information, interactions). We also use "Enhanced Conversions," where user-provided data (like email or phone number) may be transmitted to Google in hashed form to improve conversion measurement and campaign optimization. Google advertising services may also operate within real-time bidding (RTB) and programmatic advertising ecosystems, where advertising identifiers and interaction data may be shared with advertising and measurement partners for ad selection, delivery, measurement, and fraud prevention purposes. Advertisements may appear within AI-powered environments (e.g., Google AI search experiences). The selection and delivery of these ads are determined by Google Ads' automated processing. These interfaces are not used for user tracking or profiling. In cases where cookie consent is not granted, Google Ads may employ cookieless or partially cookieless technologies, such as Consent Mode. This relies on cookieless signals and modelling to estimate user behaviour and campaign performance.

Processing Company: Google Ireland Limited, Gordon House, 4 Barrow St, Grand Canal Dock, Dublin 4, D04 V4X7, Ireland

Processing Purposes: Advertising, ad serving, inventory management, programmatic advertising, fraud prevention, measurement, analytics, optimization

Technologies Used: Cookies and pixels that are placed in the browser, consent-based tracking mechanisms (e.g., Google Consent Mode), ad serving technologies, and similar technologies, including cookie less and AI technologies

Data Collected by or through the use of this service: Browser information; Click path; Cookie information, date and time of visit, demographic data; device identifiers, location information, hardware/software type, internet service provider, IP address; ad views, serving domains, interaction data, page views, conversion data (ad performance metrics)

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Economic Area (EEA) and other regions where Google or its affiliates operate data centres

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. United States of America. Google relies on Standard Contractual Clauses (SCCs) and other appropriate safeguards under the GDPR and the Swiss Federal Act on Data Protection (FADP) to ensure adequate protection for international data transfers.

Data Recipients of the data collected: Google Ireland Limited (EU), Google LLC (U.S.), Alphabet Inc. (parent company), and advertising or measurement partners participating in Google's advertising ecosystem, where applicable

Click here to read the cookie policy of the data processor: <https://policies.google.com/technologies/cookies?hl=en>.

You can also manage your ad preferences through Google Ad Settings or opt out of personalized advertising via the Network Advertising Initiative.

name	tool	storage
RUL	Google Advertising Services	1 year
IDE	Google Advertising Services	13 months (EEA)
test_cookie	Google Advertising Services	15 minutes
1p_jar	Google Advertising Services	30 days
AEC	Google Advertising Services	6 months
ar_debug	Google Advertising Services	90 days
APISID	Google Advertising Services	2 years
NID	Google Advertising Services	6 months
SAPISID	Google Advertising Services	25 months
__Secure-1PAPISID	Google Advertising Services	25 months
__Secure-1PSIDTS	Google Advertising Services	1 year
__Secure-3PAPISID	Google Advertising Services	25 months
HSID	Google Advertising Services	2 years
SID	Google Advertising Services	2 years
SIDCC	Google Advertising Services	1 year
SSID	Google Advertising Services	25 months
__Secure-1PSID	Google Advertising Services	25 months
__Secure-1PSIDCC	Google Advertising Services	1 year
__Secure-3PSID	Google Advertising Services	25 months
__Secure-3PSIDCC	Google Advertising Services	1 year
__Secure-3PSIDTS	Google Advertising Services	1 year
__Secure-ENID	Google Advertising Services	13 months

Einstein email recommendation

This service allows us to deliver relevant ads to our users who receive the Jobscout24 email campaigns, analyse actions taken, and receive campaign reports.

Controller: Salesforce, Inc. Salesforce Tower, 415 Mission Street, 3rd Floor, San Francisco, CA 94105, United States

Purpose of processing: Advertising, analytics, optimization

Technologies used: Collect Tracking Code API, JavaScript snippet that captures data about the behaviours of JobScout24 visitors and the Einstein Recommendations Catalog which includes interactions and attributes used to make Einstein Recommendations

Data processed: In-Site Search, Track Item Detail View, Track Conversion Activity

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. United States of America. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Salesforce, Inc. Salesforce Tower, 415 Mission Street, 3rd Floor, San Francisco, CA 94105, United States

Click here to read the privacy policy of the data processor: <https://www.salesforce.com/company/legal/privacy/>

name	tool	storage
igodigitaltc2	Salesforce	10 years
igodigitalst_	Salesforce	1 hour
igodigitalstdomain	Salesforce	1 hour

Criteo

Criteo is an advertising platform through which JobCloud books various software solutions to display personalized advertising to users. With help of Criteo we evaluate the website traffic of our users and, based on this, place individually designed and placed advertisements. Criteo uses a behavioural retargeting approach that tracks users' online activities to display personalised advertising. By collecting browsing data through its tracking tool, the Criteo Tracker (cookie), Criteo helps us to analyse users' browsing habits to determine the most relevant ads for individual users.

Processing Company: Criteo SA, 32 Rue Blanche, 75009 Paris, France

Processing Purposes: Tracking, personalization, optimization, marketing, advertising, retargeting

Technologies Used: Cookie and pixel that are placed in the browser. The Criteo OneTag is a JavaScript tag that Criteo uses to track the behaviour of users as they browse our website

Data Collected by or through the use of this service: Cookies: IP-Address, browser information, usage data, device data, date and time of visit, mobile advertising IDs; Android/Google advert-ID, iOS-ID for advertisers, cookie ID

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service forwards the collected data to the European Union. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Criteo SA

Click here to read the privacy policy of the data processor: <https://www.criteo.com/privacy/>

Criteo Partners: In order to provide their services Criteo may utilize the following list of partners: <https://www.criteo.com/privacy/our-partners/>

name	tool	storage
Optout	Criteo	400 days
receive-cookiedeprecation	Criteo	13 months
browser_data	Criteo	13 months
cto_bundle	Criteo	13 months
cto_optout	Criteo	13 months
criteo_write_test	Criteo	Deleted after being written
rdt_uuid	Criteo	13 months
uid	Criteo	13 months

Microsoft Advertising

We use Microsoft Advertising technologies (formerly Bing Ads) by Microsoft Ireland Operations Limited to measure the effectiveness of our advertising campaigns, create remarketing audiences, and display personalized ads. If you visit our website after clicking a Microsoft Bing ad, Microsoft stores a cookie on your device or uses similar technologies. This allows Microsoft and us to recognize ad clicks, measure conversions, improve campaign performance and distribution of campaigns.

On our websites, data is collected and stored using Microsoft Advertising, from which pseudonymous usage profiles may be created. This enables us to measure the effectiveness of our ads and analyse visitor activity after interaction with Microsoft Ads. A Microsoft tag is integrated on our websites, which, together with the cookie, stores information about ad interactions, session duration, and visited pages.

Microsoft Advertising uses automated processing, including machine learning, to analyse user behaviour, optimise bidding, and determine ad relevance, timing, and placement. This may involve profiling based on pseudonymous user data (e.g., device information, interactions). We also use Enhanced Conversions, where user-provided data may be transmitted to Microsoft in hashed form.

Advertisements may appear within AI-powered environments (e.g., Microsoft Copilot interfaces). The selection and delivery of these advertisements are determined by Microsoft Advertising's automated processing. These interfaces are not used for tracking or profiling users.

Processing company: Microsoft Ireland Operations Limited, One Microsoft Place, South County Business Park, Leopardstown, Dublin 18 D18 P521, Ireland

Purpose of processing: tracking, remarketing, targeted advertising, measurement, attribution and optimization of campaigns, audience matching

Technologies used: cookie and pixel placed in the browser, JavaScript tags, similar technologies, AI technologies

Data processed: total number of users who clicked on a Microsoft ad and were redirected to the conversion page, as well as aggregated metrics such as session duration, visited pages, and ad ID. No directly identifying personal data is collected.

Legal basis for EU users: Art. 6 para. 1 lit. a GDPR (processing is based on your consent, which you may withdraw at any time via our Cookie Settings panel)

Location of Processing: European Economic Area (EEA), and other regions where Microsoft or its affiliates operate data centres

Transfer to Third Countries: This service may transfer collected data to other countries e.g. to the United States of America. Microsoft relies on Standard Contractual Clauses (SCCs) and other appropriate safeguards under the GDPR and the Swiss Federal Act on Data Protection (FADP) to ensure an adequate level of data protection for international transfers.

Data Recipients: Microsoft Ireland Operations (EU), Microsoft Corporation (U.S.), and affiliated Microsoft entities.

Click here to view the processor's privacy policy: <https://privacy.microsoft.com/>

You can manage or withdraw your consent at any time through our Cookie Settings panel or via Microsoft's privacy controls at <https://account.microsoft.com/privacy>.

name	tool	storage
_uetsid	Microsoft Advertising	1 day
_uetvid	Microsoft Advertising	13 months
MUID	Microsoft Advertising	390 days
MSPTC	Microsoft Advertising	390 days
ANONCHK	Microsoft Advertising	1 hour

X Ads (formerly Twitter)

The service stores and processes information about the user behaviour of website visitors on our website. With the help of X (Twitter), we can, in particular, track the actions of users after they have seen or clicked on a Twitter advertisement on an external website. This process is used to evaluate the effectiveness of the X (Twitter) ads for statistical and market research purposes and can help to optimise future advertising measures.

Processing Company: X Corporation, One Cumberland Place, Fenian Street, D02 AX07 Dublin 2, Ireland

Processing Purposes: Conversion capture, remarketing, statistics, market research

Technologies Used: Cookie and pixel that are placed in the browser

Data Collected by or through the use of this service: Statistical, pseudonymous data is collected and transmitted to Twitter in order to provide us with corresponding statistics on this basis and to be able to show you interest-specific offers. This data is stored in a cookie. The data collected is anonymous for us, so that we cannot draw any conclusions about the identity of the users.

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. United States of America. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: X Corporation, X Inc., Market Square, 1355 Market St #900, San Francisco, USA. The data is stored and processed by Twitter so that a connection to the respective user profile is possible and Twitter can use the data for its own advertising purposes in accordance with Twitter's privacy policy.

Click here to read the privacy policy of the data processor: <https://twitter.com/privacy>.

name	tool	storage
personalization_id	Twitter/X	2 years

LinkedIn Ads

We use the conversion tracking technology and the retargeting function of the LinkedIn Corporation on our website. With the help of this technology, visitors to this website can be served personalised advertisements on LinkedIn. Furthermore, the possibility arises to create anonymous reports on the performance of the advertisements as well as information on website interaction. For this purpose, the LinkedIn Insight tag is

integrated on this website, which establishes a connection to the LinkedIn server if you visit this website and are logged into your LinkedIn account at the same time.

Processing Company: LinkedIn Ireland Unlimited Company, Wilton Place, 2 Dublin, Ireland

Processing Purposes: Investigation of user behaviour, analysis of the effect of online marketing measures and selection of online advertising on other platforms, which are automatically selected by means of real-time bidding based on user behaviour

Technologies Used: Cookie and pixel that are placed in the browser

Data Collected by or through the use of this service: Data on the use of the website and logging of clicks on individual elements

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. United States of America. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: LinkedIn Ireland Unlimited Company

Click here to read the privacy policy of the data processor: <https://www.linkedin.com/legal/privacy-policy?src=li-other&veh=www.linkedin.com>

name	tool	storage
AMCVS	LinkedIn Ads	Duration of session
AMCV	LinkedIn Ads	6 months
AnalyticsSyncHistory	LinkedIn Ads	30 days
UserMatchHistory	LinkedIn Ads	1 year
_uetid	LinkedIn Ads	1 day
_uetvid	LinkedIn Ads	25 months
at_check	LinkedIn Ads	Duration of session
bcookie	LinkedIn Ads	1 year
gpv_pn	LinkedIn Ads	6 months
lang	LinkedIn Ads	Duration of session
li_sugr	LinkedIn Ads	3 months
lidc	LinkedIn Ads	1 day
mbox	LinkedIn Ads	6 months
s_cc	LinkedIn Ads	Duration of session
s_ips	LinkedIn Ads	6 months
s_plt	LinkedIn Ads	Duration of session
s_pltp	LinkedIn Ads	Duration of session
s_ppv	LinkedIn Ads	Duration of session
s_tp	LinkedIn Ads	Duration of session
s_tslv	LinkedIn Ads	6 months

Facebook Ads

This is a tracking technology offered by Facebook and used by other Facebook services. It is used to track interactions of visitors with websites ("Events") after they have clicked on an ad placed on Facebook or other services provided by Meta ("Conversion").

Processing Company: Meta Platforms Ireland Ltd., 4 Grand Canal Square, Grand Canal Harbour, Dublin, D02, Ireland

Processing Purposes: Analytics, Marketing, Retargeting, Advertisement, Conversion Tracking, Personalisation

Technologies Used: Cookies and pixels that are placed in the browser

Data Collected by or through the use of this service: ads viewed, content viewed, device information geographic location, HTTP-header, interactions with advertisement, services, and products, IP address, items clicked, marketing information, pages visited, pixel ID, referrer URL, usage data, user behaviour, Facebook cookie information, Facebook user ID, usage/click behaviour, browser information, device operating system, device ID, user agent, browser type

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. United States of America. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Meta Platforms Ireland Ltd., Meta Platforms Inc., 1 Meta Way Menlo Park California 94025, USA

Click here to read the privacy policy of the data processor: <https://www.facebook.com/privacy/explanation>

name	tool	storage
_fbp	Facebook Ads	90 days
datr	Facebook Ads	25 months
dpr	Facebook Ads	7 days
wd	Facebook Ads	1 year

Youtube

We use YouTube to embed and display videos on our website to provide audiovisual content, improve user experience, and make certain media content available directly on our pages. When you access a page containing an embedded YouTube video, YouTube may place cookies and similar tracking technologies on your device and may collect personal data, even if you do not actively play the video. This may include information about your device, browser, IP address, usage behaviour, and interactions with the video content. Depending on your consent settings, this data may also be used by YouTube and its partners for analytics, security, functionality, and personalized advertising purposes.

Processing Company: Google Ireland Limited, Gordon House, Barrow Street, Dublin 4, Ireland

Processing Purposes: Provision and display of embedded video content; ensuring website functionality and security; measuring video performance and user interactions; prevention of fraud and abuse; improvement of services; and, where consent is granted, personalization of content and advertising

Technologies Used: Cookies and pixels that are placed in the browser

Data Collected by or through the use of this service: IP address, browser and device information, operating system, language settings, referrer URL, viewed pages, date and time of access, interactions with embedded videos, playback information, user behaviour data, cookie identifiers, online identifiers, and, if logged into a Google account, information that may be associated with the respective Google profile

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union and United States of America, as well as other countries where Google or its subprocessors operate infrastructure

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. United States of America. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Google Ireland Limited, Google LLC, affiliated Google companies, technical service providers, hosting providers, analytics and security service providers, and, where applicable, advertising partners of Google. Click here to read the privacy policy of the data processor: <https://policies.google.com/privacy>

name	tool	storage
APISID	Youtube	Up to 2 years
HSID	Youtube	Up to 2 years
LOGIN_INFO	Youtube	Up to 2 years
NID	Youtube	About 6 months
PREF	Youtube	Up to 8 months
SAPISID	Youtube	Up to 2 years
SID	Youtube	Up to 2 years
SIDCC	Youtube	Up to 2 years
SSID	Youtube	Up to 2 years
__Secure-1PAPISID	Youtube	Up to 2 years
__Secure-1PSID	Youtube	Up to 2 years

__Secure-1PSIDCC	Youtube	Up to 2 years
__Secure-1PSIDTS	Youtube	Up to 2 years
__Secure-3PAPISID	Youtube	Up to 2 years
__Secure-3PSID	Youtube	Up to 2 years
__Secure-3PSIDCC	Youtube	Up to 2 years
__Secure-3PSIDTS	Youtube	Up to 2 years
__Secure-BUCKET	Youtube	Up to 2 years
__Secure-YEC	Youtube	Up to 2 years
__Secure-YNID	Youtube	About 6 months

RTB House

Our partner RTB House, an advertising technology company, places personalised ads that contain products that are likely to be of interest to you on websites on the Internet. RTB House personalises these ads based on previous visits to our website using appropriate technology and carries out advertising campaigns and displays personalised advertisements to users on the basis of this data.

Processing Company: RTB House S.A., 61/101 Żłota Street 00-819 Warsaw, Poland

Processing Purposes: Digital advertising services, website maintenance, analytics, measurement, optimization

Technologies Used: Cookies, pixel, third-party tracking

Data Collected by or through the use of this service: Cookie ID, device/browser technical info, IP address, site interactions (visited subpages, buttons clicked, time on site), business info for registered users

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. United States of America. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: RTB House S.A.

Click here to read the privacy policy of the data processor: [Privacy Center, RTB House](#)

name	tool	storage
rtbhEvents	RTB House	24 months
__rtbh.lid	RTB House	12 months

StackAdapt

We use services provided by StackAdapt to better understand our audience and to deliver relevant advertising. StackAdapt is a digital advertising and audience measurement platform that uses AI-driven machine learning algorithms to analyze and optimize ad placements and predict user engagement based on historical interaction data. Through its technology, StackAdapt processes data to measure website and campaign performance, infer audience interests, and deliver interest-based advertising across websites and devices. This may involve recognizing users, associating interactions over time, and enabling advertising and analytics functionalities. StackAdapt may use technologies that go beyond traditional cookies, including alternative identifiers derived from your device or network (probabilistic and deterministic 'cookieless' tracking), which are also subject to your consent where required. Depending on the processing context, StackAdapt may act either as an independent controller or as a joint controller together with us, meaning that it may determine the purposes and means of processing alone or jointly with us.

Processing company: StackAdapt Inc., 200 Bay Street, South Tower, Unit 2103, Toronto, ON M5J 2J1, Canada

Purpose of processing: profiling (cross-device recognition and tracking), targeted advertising based on interest, campaign measurement, performance and optimization, analytics

Technologies used & Use of AI/Machine Learning: Cookie, pixel/tags, Server-to-server: device identifiers, IP-based identifiers (Cookieless tracking), Mobile SDKs. StackAdapt employs AI-driven bidding and optimization algorithms to predict the likelihood of user engagement and to automate the selection of advertising inventory in real-time

Data processed: Online identifiers (e.g. cookie IDs, device IDs, IP address), browser and device information, interaction data (e.g. page views, clicks, ad impressions), inferred interests and audience segments

Legal basis for EU users: Art. 6 para. 1 lit. a GDPR (processing is based on your consent, which you may withdraw at any time via our Cookie Settings panel)

Location of Processing: Canada, United States and potentially other countries where StackAdapt or its partners operate. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Transfer to Third Countries: This service may transfer collected data to other countries e.g. to the United States of America. StackAdapt relies on Standard Contractual Clauses (SCCs) and other appropriate safeguards under the GDPR and the Swiss Federal Act on Data Protection (FADP) to ensure an adequate level of data protection for international transfers. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients: StackAdapt Inc., its affiliates, and advertising partners, publishers, and service providers involved in ad delivery and measurement. For the full list, please refer to the privacy policy of the StackAdapt: <https://www.stackadapt.com/legal-document-centre/platform-and-services-privacy-policy>

name	tool	storage
sa-user-id	StackAdapt	1 year
sa-user-id-v2	StackAdapt	1 year
sa-user-id-v3	StackAdapt	1 year
sa-user-id-v4	StackAdapt	1 year
sa-camp-*	StackAdapt	up to 90 days
sa_aid_pv	StackAdapt	1 hour
sa-r-date	StackAdapt	30 days
sa-r-source	StackAdapt	30 days
sa-u-date	StackAdapt	30 days
sa-u-source	StackAdapt	30 days
sa_*_sid	StackAdapt	1 hour
sa_*_adurl	StackAdapt	1 hour
sa_accid_pv	StackAdapt	1 hour

TikTok Ads

We use TikTok Pixel, a conversion tracking tool for advertisers, on our website.

Processing Company: TikTok Technology Ltd, 2 Cardiff Lane Grand Canal Dock, Dublin 2 Dublin, D02 E395 Ireland

Processing Purposes: Advertising, analytics

Technologies Used: Cookies and pixels that are placed in the browser

Data Collected by or through the use of this service: Ad/event information, timestamp, IP address, user agent, cookies, meta data, and button clicks

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. Singapore. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: TikTok Technology Ltd, TikTok Pte Ltd, Singapore

Click here to read the privacy policy of the data processor: <https://ads.tiktok.com/i18n/official/policy/privacy>

name	tool	storage
_ttp	TikTok Pixel	13 months
_pangle	TikTok Pixel	13 months

Quantcast

We use services provided by Quantcast to better understand our audience and to deliver relevant advertising. Quantcast is a digital advertising and audience measurement company that uses advanced statistical models

and artificial intelligence to analyze user behavior and build audience segments. Through its technology, Quantcast processes data to measure website and campaign performance, infer audience interests and demographics, deliver interest-based advertising across websites and devices, by recognizing users, associate interactions over time and enabling advertising and analytics functionalities. This includes tracking that may not rely on traditional cookies but on alternative identifiers derived from your device or network (cookieless tracking), which is also subject to your consent. Quantcast acts as a joint controller together with us. Meaning we jointly determine the purposes and means of processing).

Processing company: Quantcast International Limited, Beaux Lane House, Lower Mercer Street Dublin 2, Ireland

Purpose of processing: profiling (cross-device recognition and tracking), targeted advertising, campaign measurement, optimization, analytics

Technologies used: Browser: cookie, pixel/tags, Server-to-server: device identifiers, IP-based identifiers (Cookieless tracking), Mobile SDKs and algorithmic modelling (AI)

Data processed: Online identifiers (IP addresses, cookie IDs, mobile advertising IDs), technical information (browsing activity and device-technical data: browser type, operating system, device type screen resolution), usage data (pages visited, time spent, interactions), approximate location data, inferred data (e.g: non-sensitive demographic inferences, interest segments based on browsing patterns, demographic predictions)

Legal basis for EU users: Art. 6 para. 1 lit. a GDPR (processing is based on your consent, which you may withdraw at any time via our Cookie Settings panel)

Location of Processing: European Union as well as in the United States and potentially other countries where Quantcast or its partners operate. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Transfer to Third Countries: This service may transfer collected data to other countries e.g. to the United States of America. Quantcast relies on Standard Contractual Clauses (SCCs) and other appropriate safeguards under the GDPR and the Swiss Federal Act on Data Protection (FADP) to ensure an adequate level of data protection for international transfers. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients: Quantcast International Limited, Beaux Lane House, Lower Mercer Street Dublin 2, Ireland, Quantcast group entities, advertising partners, publishers, service providers. For the full list, please refer to the privacy policy of the data joint controller: <https://legal.quantcast.com/#products-and-services-privacy-policy>

name	tool	storage
mc	Quantcast	13 months
_qca	Quantcast	13 months
d	Quantcast	13 weeks
sp	Quantcast	13 weeks
_dit	Quantcast	0 day

4. OTHER SERVICES

Google ReCAPTCHA

We use Google ReCAPTCHA to secure our websites as best as possible against bots and spam software and to protect them from misuse by non-human visitors.

Processing Company: Google Ireland Limited, Gordon House, 4 Barrow St, Grand Canal Dock, Dublin 4, D04 V4X7, Ireland

Processing Purposes: Protection and optimization of our services and combat of cyber attacks

Technologies Used: Cookies and pixels that are placed in the browser

Data Collected by or through the use of this service: Reference URL, IP address, info on operating system, cookies, mouse and keyboard activities, default settings of date and language, JavaScript objects, screen resolution

Legal Basis for EU users: Art. 6 para. 1 lit. a, Art. 6 para. 1 lit. f GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. Unites States of America. For more information, please refer to the website provider's privacy policy or contact the website provider.

Data Recipients of the data collected: Google Ireland Limited, Google LLC or any other legal entity that directly or indirectly controls Google LLC, is controlled by Google LLC or is under common control with Google LLC. Google may process personal data in any country in which Google or sub-processors of Google maintain facilities.

Click here to read the privacy policy of the data processor: <https://policies.google.com/privacy>

name	tool	storage
IDE	Google Double Click	1 year
1P_JAR	Google reCAPTCHA	1 month
ANID	Google reCAPTCHA	9 months
CONSENT	Google reCAPTCHA	19 years
NID	Google Ads/reCAPTCHA	6 months
DV	Google Analytics	10 minutes

Google Maps

JobCloud uses on its websites Google Maps von Google Irland Ltd. We use Google Maps to show you job ads next to your place if you permit us to track your location. For us is this a part of our services.

Processing Company: Google Ireland Limited, Gordon House, 4 Barrow St, Grand Canal Dock, Dublin 4, D04 V4X7, Ireland

Processing Purposes: Providing of the requested service to show job ads in close vicinity to the data subject

Technologies Used: API, JavaScript that are placed in the browser

Data Collected by or through the use of this service: Location information, anonymized IP address

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. United States of America. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Google Ireland Limited, Google LLC or any other legal entity that directly or indirectly controls Google LLC, is controlled by Google LLC or is under common control with Google LLC. Google may process personal data in any country in which Google or sub-processors of Google maintain facilities.

Click here to read the privacy policy of the data processor: <https://policies.google.com/privacy>

name	tool	storage
NID	Google Maps	6 months

Geolocation API

The Geolocation API allows the user to provide their location to web applications if they so desire. If by searching for a job on a website of JobCloud you would like to find the nearest jobs to your location, you can activate the "update my location" function. By clicking on it you agree that JobCloud may use your IP address transmitted by your browser to use our website to roughly determine your location (location determination) in order to be able to display the jobs next to your place (Art. 6 para. 1 lit. a GDPR).

The Geolocation API is accessed via a call to [navigator.geolocation](#); this will cause the user's browser to ask for permission to access location data. Once permission is given the browser uses the best available functionality on the device to access this information (for example, GPS).

5. MOBILE APPS

For the mobile apps of JobCloud, available via the Google Play Store and the Apple App Store, the following information of tracking technology applies. For tracking in apps "Software Development Kits" (SDKs) are being used for the collection of information about app usage, e.g. number of sessions on an app, from where in the world users are logged in from, how many times an app is crashing, what operating systems and devices are running the app and how many times certain app features are used. Custom metrics can be created through the SDKs that allow developers to track data such as how users with specific attributes interact with an app, or how long it takes users to reach a custom-defined goal. Developers can then use this data to improve the app. Technical issues can be discovered and fixed, such as frequent app crashing. Unpopular features can be removed or updated to get more use.

STRICTLY NECESSARY

KPI Tracking

Processing Company: JobCloud AG, Albisriederstrasse 253, 8047 Zurich, Switzerland

Processing Purposes: Ensuring core functionality

Technologies used: API calls

Storage information: Maximum storage: 13 months

Data Collected by or through the use of this service: Device Information, User ID

Legal Basis: for EU users: Art. 6 para. 1 lit. f GDPR

Location of Processing: Switzerland

Transfer to Third Countries: This service does not forward the collected data.

Data Recipients of the data collected: JobCloud AG, Albisriederstrasse 253, 8047 Zurich, Switzerland

Click here to read the privacy policy of JobCloud AG: <https://www.jobcloud.ch/c/en/privacy-policy/>

Google Firebase

We use several Google Firebase SDKs that are strictly necessary to provide, secure, maintain, and improve the functionality and stability of our application. Firebase services help us deliver technical features, configure app behaviour, send essential notifications, detect and fix software errors, and ensure reliable performance across devices and operating systems. These services are used exclusively for operational and technical purposes required for the proper functioning of the application.

Processing Company: Google Ireland Limited, Gordon House, 4 Barrow St, Grand Canal Dock, Dublin 4, D04 V4X7, Ireland

Processing Purposes: Provision, maintenance, security, technical operation, stability monitoring, configuration management, feature deployment, troubleshooting, and delivery of essential app communications and notifications

Technologies Used: SDKs

Storage Information: Maximum storage: 180 days (Firebase Crashlytics: 90 days)

Data collected by or through the use of service: Technical device and app information, Firebase Installation IDs, application configuration data, crash reports, diagnostic information, app performance and stability data, push notification tokens, and in-app messaging delivery information. Depending on the Firebase service used, additional technical identifiers and error-related information may be processed to ensure the proper functionality and security of the application.

Legal Basis for EU users: Art. 6 para. 1 lit. f. GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. United States of America. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Google Ireland Limited, Google LLC, affiliated Google companies, hosting providers, technical infrastructure providers, and service providers involved in app operation, diagnostics, and notification delivery.

Click here to read the privacy policy of the data processor: <https://policies.google.com/privacy>

Name	Purpose	Data collected	Maximum storage
Firebase Remote Config	Remote configuration and dynamic adjustment of application settings and features to ensure proper app functionality, compatibility, and service availability	Firebase Installation IDs, app configuration data, technical device information	180 days
Firebase Crashlytics	Detection, logging, analysis, and remediation of application crashes, technical errors, and stability issues in order to maintain app reliability and security	Crashlytics Installation UUIDs, Firebase Installation IDs, crash traces, diagnostic and technical error data, Breakpad minidump formatted data (NDK crashes only)	90 days
Firebase Push Messaging	Delivery of essential push notifications, service-related alerts, and operational communications to users' devices	Firebase Installation IDs, push notification tokens, technical delivery information	180 days

Firebase In-App Messaging	Display of important in-app communications such as maintenance notices, security alerts, feature information, or service disruption messages	Firebase Installation IDs, in-app messaging interaction and delivery data	180 days
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FUNCTIONAL AND ANALYTICAL

GMS/HMS location service

Processing Company: Google Ireland Limited, Gordon House, 4 Barrow St, Grand Canal Dock, Dublin 4, D04 V4X7, Ireland, Huawei Technologies Co., Ltd

Processing Purposes: Providing location-based search

Technologies used: SDKs

Storage Information: 18 months

Data Collected by or through the use of this service: Location, Device ID

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. United States of America. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Google Inc., Huawei Software Technologies Co., Ltd.

Click here to read the privacy policy of the data processor: <https://policies.google.com/privacy>; <https://developer.huawei.com/consumer/en/doc/hmscore-common-Guides/privacy>

Google Firebase

We use multiple Google Firebase SDKs for various purposes. In the following, we will list all SDKs used which are functional and / or analytical.

Processing Company: Google Ireland Limited, Gordon House, 4 Barrow St, Grand Canal Dock, Dublin 4, D04 V4X7, Ireland

Processing Purposes: Analytics

Technologies Used: SDKs

Storage Information: See table below

Data collected by or through the use of service: See table below

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. United States of America. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: Google Ireland Limited, Google LLC, USA

Click here to read the privacy policy of the data processor: <https://policies.google.com/privacy>

Name	Purpose	Data collected	Storage information
Firebase Performance Monitoring	Analytics — to measure and improve app performance	Firebase installation IDs, IP addresses, device model/OS/orientation, RAM/disk size, CPU usage, carrier, network type, country, locale, app version, network URLs (without parameters), response codes, payload size, response times	IP-associated events: 30 days; installation-associated and performance data: 60 days
Google Analytics for Firebase	Analytics — to measure app usage and improve features	Mobile advertising ID (IDFA/AAID), IDFV (iOS) or Android ID, Analytics app instance ID, Firebase installation ID, event and usage data	Up to 14 months

Tealium “Analytics”

Processing Company: Tealium Inc., 9605 Scranton Rd. Ste. 600, San Diego, CA 92121, USA

Processing Purposes: Analytics

Technologies Used: SDKs

Storage Information: 12 months

Data collected by or through the use of service: device identifiers, app usage events, session data, and a Tealium visitor ID

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service forwards the collected data to the European Union and the United States of America. For more information, please refer to the website provider’s privacy policy or contact the website provider directly.

Data Recipients of the data collected: Tealium Inc.

Click here to read the privacy policy of the data processor: <https://tealium.com/privacy-notice>

Tealium “Search”

We use Tealium technologies in connection with our search and marketing functionalities to better understand how users interact with search features and content within the application. This helps us improve the relevance, usability, performance, and effectiveness of our search experience, optimize content delivery, analyse user engagement, and support marketing-related analytics and campaign measurement activities.

Processing Company: Tealium Inc., 9605 Scranton Rd. Ste. 600, San Diego, CA 92121, USA

Processing Purposes: Search analytics, optimization of search functionality and user experience, analysis of user interactions and app usage, audience measurement, marketing analytics, campaign performance measurement, personalization of content and services, and improvement of application performance and usability

Technologies Used: SDKs

Storage Information: 12 months

Data collected by or through the use of service: Device identifiers, app usage events, search interactions, session data, technical device and application information, user interaction data, timestamps, event-related metadata, and a Tealium visitor ID

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of Processing: European Union

Transfer to Third Countries: This service forwards the collected data to the European Union and the United States of America. For more information, please refer to the website provider’s privacy policy or contact the website provider directly.

Data Recipients of the data collected: Tealium Inc., affiliated service providers, hosting providers, analytics providers, and technical infrastructure providers involved in the provision of the service.

Click here to read the privacy policy of the data processor: <https://tealium.com/privacy-notice>

6. EMAIL TRACKING

ActiveCampaign

When you register for our newsletter, we process your personal data. We use Active Campaign, an email marketing provider for planning, execution, management and evaluation of our email campaigns. The software focuses on email marketing, marketing automation and CRM automation. With help of ActiveCampaign we can optimise our marketing and sales processes. When you open an email sent with Active Campaign, a file contained in the email (a so-called web beacon) connects to Active Campaign’s servers in the USA. This makes it possible to determine whether a newsletter message has been opened and which links, if any, have been clicked on. In addition, technical information is recorded (e.g. time of retrieval, IP address, browser type and operating system). This information cannot be assigned to the respective newsletter recipient. It is used exclusively for the statistical analysis of newsletter campaigns. The results of these analyses can be used to better adapt future newsletters to the interests of the recipients. If you do not want any analysis by ActiveCampaign, you must unsubscribe from the newsletter. To do this, we provide a corresponding link in every newsletter message.

Processing Company: ActiveCampaign, 1 North Dearborn St, 5th Floor, Chicago, IL 60602, USA

Processing Purposes: Investigation of usage behaviour, electronic sending of direct advertising and optimisation of content

Technologies Used: Cookie and Pixel that are placed in the browser

Data Collected by or through the use of this service: Data for the creation of usage statistics, data on the use of the website as well as the logging of clicks on individual elements, contact data such as name or e-mail address

Legal Basis for EU users: Art. 6 para. 1 lit. a GDPR

Location of processing: USA

Transfer to Third Countries: This service may forward the collected data to a different country, e.g. United States of America. For more information, please refer to the website provider's privacy policy or contact the website provider directly.

Data Recipients of the data collected: ActiveCampaign LLC

Click here to read the privacy policy of the data processor: <https://www.activecampaign.com/privacy-policy/>

name	tool	storage
Prism_*	ActiveCampaign	2 years
prism_#	ActiveCampaign	29 days

Salesforce Marketing Cloud Engagement

An email tracking pixel is a tiny, usually invisible image included in an email and hosted on a remote server. When the recipient opens the email and the image is loaded, the tracking pixel allows us to collect limited information about the opening of the email. This information helps us measure engagement and evaluate and improve the effectiveness of our email campaigns (open tracking).

Processing company: Salesforce, Inc., Salesforce Tower, 415 Mission Street, 3rd Floor, San Francisco, CA 94105, United States

Purpose of Processing: Measurement and analysis of email engagement, including email open tracking, as well as evaluation and optimization of our email communications and campaigns

Technologies Used: Tracking pixel (remote image) included in the email

Data Collected by or through the Use of this Service: Information relating to the delivery and opening of the email, such as the recipient or subscriber identifier, email address, date and time of opening, as well as technical information generated when the tracking pixel is loaded, which may include the IP address and information about the device or email client

Legal Basis for EU Users: Consent pursuant to Art. 6(1)(a) GDPR

Location of Processing: Depending on the configuration and services used, data may be processed in the United States and other countries in which Salesforce or its subprocessors operate.

Transfer to Third Countries: Personal data may be transferred to and processed in countries outside the European Economic Area (EEA), including the United States. Where required, appropriate safeguards for international data transfers are implemented in accordance with applicable data protection law.

Data Recipients: Salesforce, Inc. and, where applicable, its authorised subprocessors acting on our behalf

Storage / Retention: The tracking pixel itself does not store information on the recipient's device. The email engagement data generated through the tracking pixel, including email open events, is retained by Salesforce Marketing Cloud Engagement for 730 days.

Further information about Salesforce's processing of personal data is available in the Salesforce Privacy Statement (<https://www.salesforce.com/company/legal/privacy/>) and in email tracking information (https://help.salesforce.com/s/articleView?id=mktg.mc_es_tracking_overview.htm&type=5).

How can you change your Cookie Settings?

You can customize your cookie settings individually at any time by enabling or disabling individual categories of cookies. You may also refuse the use of cookies by selecting the appropriate settings on your browser to decline cookies. You may also delete existing cookies through your browser.

EU residents can customize their cookie settings individually at any time by enabling or disabling individual categories of cookies in the Cookie Banner of JobCloud. We always ask for your consent before using any cookies that are not strictly necessary to provide the services available to EU users on our website.

In some of our mobile applications, you also have the option of blocking similar technologies using opt-out buttons. You can also object to the data processing using the [Cookie setting](#) in the footer of the websites.

September 2026