

Cookie Notice

This notice explains how cookies are used on our websites (both publicjobs.ie and stateboards.ie). It is a declaration of the cookies that are active on these websites and the purpose of same. Please be aware that this notice relates to those cookies generated by the use of our website, and does not include reference to any cookies which may be in place due to your browser settings. Different browsers have different settings and choices available, and you should check the cookie management settings you have in place on your own preferred browser for more details in this regard.

WHAT ARE COOKIES?

Cookies are small pieces of data or text files that are placed on your computer by websites you visit. They are used for various purposes, such as to ensure the website you are visiting can work correctly, to remember your preferred settings, as well as to provide information to the owner of the website on how their service is being used. They are also used by certain companies in order to track your behaviour online, and to provide targeted advertisements.

WHAT TYPES OF COOKIES DO WE USE AND WHY?

The following Cookies are in use on this website;

Cookie Type

Purpose

Strictly Necessary

These cookies are required in order to enable our website to function correctly. These cookies include those used to maintain an anonymous user session and those which identify the server in use to manage network traffic.

Functionality

These cookies track things such as your language preference, any accessibility settings you may have in place, and to remember whether a user has logged in to the website. While not strictly necessary to allow the website to function, these cookies are in place to allow the website to remember your preferences and thereby provide a better user experience.

Statistics/Analytics

The Public Appointments Service has a responsibility to ensure that the services we provide are operating effectively and appropriately. In order to do this, PAS uses Google Analytics and SiteImprove, which provide anonymous statistical data on how users interact with our website. This data is used to calculate visitor, session and campaign data, which allows us to monitor the effectiveness of our campaigns. As part of this service, a user ID is assigned to each user by Google when the user accesses our website, in order to track their progress through same. There will be no loss of functionality to any part of our website if you opt out of the use of these cookies.



Third Party Tracking

In order to facilitate the use of Google Maps, Youtube and Vimeo on our website, it is necessary for the user to accept the cookies which are automatically loaded by the third party provider as part of their service. These cookies include those which track users across various websites, and are generally used by the third party provider to collect data on the user's preferences and provide targeted advertising. These cookies are not required in order for the website to function, however certain features such as specific videos and map functionality will only work if the user is happy to accept these tracking cookies.

Cookies can be managed by using our cookie management tool, available by clicking 'cookie settings' in the bottom left corner of any page on the website.

WHAT COOKIES ARE ON OUR WEBSITE?

The following tables outline all cookies currently in use across both publicjobs.ie and stateboards.ie. A breakdown of the specific cookies in place on each website is available by clicking 'show details' on the cookie settings menu on each site.

Strictly Necessary

Name	Domain	Expiration	Description
[abcdef0123456789]{32}	www.publicjobs.ie	Session	User identification cookie for publicjobs.ie. Used to maintain an anonymous user session by publicjobs.ie.
cookiesession1	www.publicjobs.ie	Session	Load-balancing cookie to distribute network traffic across different Publicjobs.ie servers. The information in this cookie has the sole purpose of identifying one of the servers (i.e. the communication end point) and it is therefore necessary to carry out the communication over the network.
JSESSIONID	www.publicjobs.ie	Session	User identification cookie for our candidate portal. Used to maintain an anonymous user session by the candidate portal.
lang	www.publicjobs.ie	30 minutes	Stores candidate selected language preference in candidate portal. Use to improve user experience. Default value en (English)

wcn_session	*.tal.net	Session	User identification cookie for Oleeo. Used to maintain an anonymous user session by Oleeo.
Csrf-token	*.tal.net	Session	Cookie used to store a token used to prevent Cross-Site Request Forgery attacks.

Statistics/Analytics

Name	Domain	Expiration	Description
_ga	.publicjobs.ie	2 years	This cookie name is associated with Google Universal Analytics - which is a significant update to Google's more commonly used analytics service. This cookie is used to distinguish unique users by assigning a randomly generated number as a client identifier. It is included in each page request in a site and used to calculate visitor, session and campaign data for the sites analytics reports. By default it is set to expire after 2 years, although this is customisable by website owners.
_gid	.publicjobs.ie	1 day	This cookie name is associated with Google Analytics. It is used by gtag.js and analytics.js scripts and according to Google Analytics this cookie is used to distinguish users.
_gat_UA-102167210-1	.publicjobs.ie	58 seconds	This is a pattern type cookie set by Google Analytics, where the pattern element on the name contains the unique identity number of the account or website it relates to. It appears to be a variation of the _gat cookie which is used to limit the amount of data recorded by Google on high traffic volume websites.



Name	Domain	Expiration	Description
_gat	.publicjobs.ie	1 minute	Used to throttle the request rate - limiting the collection of data on high traffic sites.
Siteimproveses	4003592.global.siteimproveanalytics.io	1 second	Cookie set by Siteimprove analytics service to remember actions and preferences including: traffic data, location and IP address, communication data, operating system, browser.
NID	Google.com	6 months	Google tracks users extensively both through its own products and sites, and the numerous technologies embedded into many millions of websites around the world. It uses the data gathered from most of these services to profile the interests of web users and sell advertising space to organisations based on such interest profiles as well as aligning adverts to the content on the pages where its customer's adverts appear.
Nmstat	www.stateboards.ie	2 years	This cookie is used to help record the visitor's use of the website. It is used to collect statistics about site usage such as when the visitor last visited the site. This information is then used to improve the user experience on the website. This Siteimprove Analytics cookie contains a randomly generated ID used to recognize the browser when a visitor reads a page. The cookie contains no personal information and is used only for web analytics. It is also used to track the sequence of pages a visitor looks at during a visit to the site. This information can be used to reduce user journeys, and enable visitors to find relevant information quicker.
AWSELB	4003592.global.siteimproveanalytics.io	Session	The AWSELB cookie ensures that all page views for the same visit (user session) are sent to the same endpoint. This enables us to

Name	Domain	Expiration	Description
AWSELBCORS	4003592.global.sitei mproveanalytics.io	Session	determine the sequence of a user's page views needed for features like Behavior Tracking and Funnels. Site improve analytics. Used for statistics.

Third Party Tracking

Name	Domain	Expiration	Description
GPS	.youtube.com	30 minutes	YouTube collects user data through videos embedded in websites, which is aggregated with profile data from other Google services in order to display targeted advertising to web visitors across a broad range of their own and other websites.
VISITOR_INFO1_LIVE	.youtube.com	6 months	This cookie is set by Youtube to keep track of user preferences for Youtube videos embedded in sites;it can also determine whether the website visitor is using the new or old version of the Youtube interface.
YSC	.youtube.com	Session	This cookie is set by YouTube to track views of embedded videos.
IDE	.doubleclick.net	1 year	This domain is owned by Doubleclick (Google). The main business activity is: Doubleclick is Googles real time bidding advertising exchange.
NID	google.com	6 months	This domain is owned by Google Inc. Although Google is primarily known as a search engine, the company provides a diverse range of products and services. Its main source of revenue however is advertising. Google tracks users extensively both through its own products and sites, and the numerous technologies embedded into many millions of websites around the world. It uses the data gathered from most of these services to profile the interests of web users and sell advertising space to organisations based on such interest profiles as well as aligning adverts to the content on the pages where its customer's adverts appear.

Name	Domain	Expiration	Description
CONSENT	google.com	17 years	This cookie carries out information about how the end user uses the website and any advertising that the end user may have seen before visiting the said website.
vuid	vimeo.com	1 minute	Cookie created by Vimeo is used to assign a Vimeo Analytics unique id. Stores users usage history

Functionality

Name	Domain	Expiration	Description
Recite_Session	api.reciteme.com	1 second	This cookie controls the functionality of Recite Me, a screenreader plugin we use to add speech, reading and translation support to our website. It remember things like where the toolbar is, if it is loaded and your speech and colour settings. Without this, you will not be able to use the functionality offered by Recite Me effectively, if at all.
Recite.Persist	www.publicjobs.ie	1 second	This cookie enables Recite Me across all pages
Recite.Preferences	www.publicjobs.ie	1 second	Stores Recite Me preferences/settings saved by the user.
style	www.stateboards.ie	1 year	Stores stylesheet preference of stateboards.ie. Use to improve user experience. Set by Accessibility icons on the top right corner.

SECURITY

We are committed to providing secure online services. As such, all interactions with our transactional sites are protected through encryption that complies with international standards. Our internet servers are protected by firewalls and intrusion detection systems. We have also employed the services of independent security experts to advise us on the security of our systems.