

Cookie notice

Orange Business iCIMS Career Portal

How are Cookies used on this Career Site

This Career Site may request cookies to be set on your device. A cookie is a small text file that is stored on a user's computer for record-keeping purposes. We do not link the information we store in cookies to Personally Identifiable Information you submit while on this career site.

We use cookies to let us know when you visit this career site and how you interact with us, to enrich your user experience, and to personalize your experience with this Career Site. You can change your cookie preferences by selecting to turn certain cookies off. Please note that blocking some types of cookies may impact your experience on this career site and the services we are able to offer.

Essential Cookies

These cookies are strictly necessary to provide you with services available through this career site and to use some of its features.

The Career Site gathers certain information automatically when a user interacts with the site and stores that information in log files. This information might include Internet protocol (IP) addresses, browser type, Internet service provider (ISP), referring/exit pages, operating system, date/time stamp, and clickstream data.

We use this information, which does not identify individual users, to: (i) analyse trends; (ii) administer the site; (iii) track users movements around the site; and (iv) gather demographic information about our user base as a whole. We do not link this automatically collected data to personally identifiable information.

Because these cookies are strictly necessary to deliver this career site, you cannot refuse them without impacting how this site functions. You can block or delete them by changing your browser settings, as described under in this notice the heading "How can I control cookies?".

Performance and Functionality Cookies

These cookies are used to enhance the performance and functionality of this career site but are non-essential to their use. However, without these cookies, certain functionality may become unavailable. We use both session cookies and persistent cookies. We use session cookies to make it easier for you to navigate this career site. A session cookie expires when you close your browser. A persistent cookie remains on your hard drive for an extended period of time. You can remove persistent cookies by changing your browser settings, as described in this notice under the heading "How can I control cookies?".

Declining Cookies

If you decline consent to cookies, you may still use this career site, but your ability to use some areas of our site, will be limited.

How can I control cookies?

Overall, you are able to control cookies from your browser-level settings. Each browser typically allows a user to enable, disable, block, allow, or remove cookies by visiting the settings, tools, or preferences tab that can be located within the browser itself. For additional questions regarding any specific browser, please contact your browser support directly.

List of cookies used on the Orange Business iCIMS Career Portal

| Name | Purpose | Duration | Type |
|------------|--|-------------------------------------|-------------|
| JSESSIONID | Used to maintain a user's session with the server. It stores a unique session identifier so the server can associate multiple requests from the same user during a visit. | Expires when the browser is closed. | HTTP Cookie |
| i18next | <p>Page Rendering: The i18n cookie powers page rendering and allows each webpage to load images and words on a page. Without this cookie, the webpage will not render and will error in most cases.</p> <p>Job Search: This i18n cookie is core to the search and matching functionalities. Without this cookie, the search and matching will not work in global search.</p> <p>Job Applications: This i18n cookie is used to determine the locale of the job application. Without this cookie, users cannot submit a job application.</p> <p>Templates and Syndication: This i18n cookie is used to retrieve cached templates. Without i18n cookie, we will not be able to retrieve syndicated content.</p> <p>Language Switching: This i18n cookie is core for language switching. Without this cookie, the user will not be able to change the language they are browsing in.</p> | Expires when the browser is closed. | HTTP Cookie |
| _cf_bm | The cookie helps distinguish between legitimate human users and automated bots, improving website security and protecting against spam. | 30 minutes | HTTP Cookie |

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|------------------------------------|---|--|-------------|
| cookie_icims_iframe_content_height | Stores the height of the embedded iCIMS iframe content so the page layout can adjust correctly. This ensures the career application or job listing iframe displays properly without scroll or layout issues. | Expires when the browser session ends. | HTTP Cookie |
| icimsCookiesEnabledCheck | Used to verify whether cookies are enabled in the user's browser. This check ensures the recruitment portal or job application system functions correctly, as cookies are required for session handling and application progress. | Expires when the browser session ends. | HTTP Cookie |