Cookies Policy – Metis Global Recruitment
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The website www.metisglobalrecruitment.com is the private property of Metis Global Recruitment. By accessing this website, as a user, you agree with the content and terms of the following notice.

At Metis Global Recruitment, we respect your concerns about privacy and value the relationship that we have with you.

Like many companies, we use technology on our website to collect information that helps us enhance your experience and our products and services. The cookies that we use at Metis Global Recruitment allow our website to work and help us to understand what information and advertising is most useful to visitors.

We process and use cookies in accordance with Regulation (EU) 2016/679 on the protection of personal data, EU Directive 2002/58/EC (E-privacy Directive), as well as applicable national legal frameworks concerning privacy and data protection. More information on how we safeguard your privacy and protect your personal data can be found by accessing Metis Global Recruitment's Privacy Policy.

Please take a moment to familiarize yourself with our cookie practices and let us know if you have any questions by sending us an e-mail at dpo@metisgr.com.

We have tried to keep this Notice as simple as possible, but if you're not familiar with terms, such as cookies, IP addresses, and browsers, do not hesitate to contact us at any point. Our Data Protection Officer is happy to support you by answering any question you may have.

1. What Are Cookies

As is common practice with almost all professional websites this site uses cookies (term also known as ''browser cookie'', ''HTTP cookie'' or ''Internet cookie'''), which are tiny files consisting of letters and numbers that are downloaded to your computer or other devices to improve your experience.

Cookies are not viruses. These files do not contain codes, therefore they cannot access any other files or documents from your personal computer. Cookies could be used, however, for negative purposes. Given that they store information about users' preferences online and their navigation history on a specific website and any other websites, cookies can be used as a form of Spyware. As a user, you are able to customize your browser so that it rejects cookie files. At the same time, you are able to customize your browser so that it blocks any cookies or displays a warning notice before a cookie is stored on your computer. Disabling or rejecting cookies might render some sections/website pages difficult to access.

When accessing our website for the first time, you will be invited to accept or reject cookies. Your option will be saved by a cookie, but you will be able to change your option anytime by accessing the website settings. The purpose of collecting these cookies is to enable the website to store your preferences as a user for a longer period of time so that you will not be required to reintroduce the same data when navigating through the website during a unique visit.

This page describes what information they gather, how we use it and why we sometimes need to store these cookies. We will also share how you can prevent these cookies from being stored however this may downgrade or 'break' certain elements of the site's functionality.

2. Types of Cookies

Our website collects mainly 3 types of cookies, for the purpose of:
- ensuring the proper operation and functioning of our website
- storing your preferences
- collecting analytical data (about your online behaviour as a user)

2.1. Necessary Cookies

Necessary cookies are essential for the website to function properly. This category only includes cookies that ensure basic functionalities and security features of the website. These cookies do not store any personal information, therefore they do not require your consent. You will not be able to disable these cookies.
By necessary cookies we mean:
- authentication cookies
- technical cookies necessary for certain information systems.

Cookie		Purpose	Expiration Time	Type	Country
rc::a	google.com	Used to distinguish between humans and bots. This is beneficial for the website, in order to make valid reports on the use of their website.	Persistent	HTML	Netherlands
rc::b	google.com	Used to distinguish between humans and bots.	Session	HTML	Netherlands
rc::c	google.com	Used to distinguish between humans and bots.	Session	HTML	Netherlands

2.2. Statistical Cookies

Statistical cookies are used solely for internal research, for the purpose of improving the service we offer to our users. They improve the way in which you interact with our website anonymously (collected data will not identify you personally). However, when such cookies are collected by third parties, they can be used in their own private scopes. You may opt for rejecting this type of cookies when you access this website for the first time.

Cookie name	Provider	Purpose	Expiration Time	Type	Country
_ga	metisglobalrecruitment.com	Used by Google Analytics. A unique ID is registered in order to generate statistical data on	2 years	HTTP	Netherlands

Cookie name	Provider	Purpose	Expiration Time	Type	Country
		how the visitor uses the website.			
_gat	metisglobalrecruitment.com	Used by Google Analytics. A unique ID is registered in order to generate statistical data on how the visitor uses the website.	1 day	HTTP	România
_gid	metisglobalrecruitment.com	Used by Google Analytics. A unique ID is registered in order to generate statistical data on how the visitor uses the website.	1 day	HTTP	Netherlands

2.3. Marketing Cookies

Marketing cookies are used in order to display relevant and engaging announcements for individual users, therefore they are more valuable for marketing agencies and third parties dealing with advertising and marketing.

Cookie name	Provider	Purpose	Expiration T		Country
_GRECAPTCHA	google.com	Unclassified	1 year	HTTP	United States
bcookie	linkedin.com	Used by the social networking service, LinkedIn, for tracking the use of embedded services	2 years	HTTP	United Kingdom

Cookie name	Provider	Purpose	Expiration Time	Type	Country
bscookie	linkedin.com	Used by the social networking service, LinkedIn, for tracking the	2 years	HTTP	United Kindom

Cookie name	Provider	Purpose	Expiration Time	Type	Country
		use of embedded services			
lang	linkedin.com	Set by LinkedIn when a web page contains an embedded "Follow us" panel.	Session	HTTP	United Kingdom
lidc	linkedin.com	Used by the social networking service, LinkedIn, for tracking the use of embedded services	1 day	HTTP	United Kindom
UserMatchHistory	linkedin.com	Used to track visitors on multiple websites, in order to present relevant advertisement based on the visitor's preferences.	29 days	HTTP	United Kingdom

2.4. Unclassified Cookies

Unclassified cookies are cookies that are going through the process of classification, together with individual cookie providers.

Cookie name	Provider	Purpose	Expiration Time	Type	Country

AnalyticsSyncHistory	linkedin.com	Unclassified	30 days	HTTP	United Kingdom

3. Third Party Cookies

In some special cases, we also use cookies provided by trusted third parties. The following section details which third party cookies you might encounter through this site.

This site uses Google Analytics which is one of the most widespread and trusted analytics solutions on the web for helping us to understand how you use the site and ways that we can improve your experience. These cookies may track things such as how long you spend on the site and the pages that you visit so we can continue to produce engaging content.

For more information on Google Analytics cookies, see the official Google Analytics page.

We also use social media buttons and/or plugins on this site that allow you to connect with your social network in various ways. For these to work, some social media sites (currently: LinkedIn) will set cookies through our site which may be used to enhance your profile on their site or contribute to the data they hold for various purposes outlined in their respective privacy policies.

4. Managing Cookies

4.1. Disabling cookies on your device

You can prevent the setting of cookies by adjusting the settings on your browser (see your browser Help for how to do this). Be aware that disabling cookies will affect the functionality of this and many other websites that you visit. Disabling cookies will usually result in also disabling certain functionality and features of this site. Therefore, it is recommended that you do not disable cookies.

4.2. Deleting cookies on your device

You may delete all cookies already collected on your device by deleting the online navigation history on the browser. This operation will lead to the deletion of all of the cookies on every website you have accessed until that moment. This means, however, that you might lose some important information you saved (such as contact details or website preferences). Should you encounter any difficulties managing cookies on our website, you may contact us at dpo@metisgr.com.

4.3. Managing specific cookies on a certain website

For a more specific and detailed control over the cookies collected by a certain website, check the confidentiality and cookie settings on the browser that you are using:
- Microsoft Windows Explorer
- Apple Safari
- Google Chrome
- Mozilla Firefox

5. Updating the Policy

Please note that we review our practices from time to time, and that these practices are subject to change. Any change, update, or modification will be effective immediately upon posting on our Site. We will notify you of any major substantial change to this Cookies Policy by posting a notice on our

Site's homepage for a reasonable period of time following such update, and by changing the effective date (located at the top of this page). For all the other changes, be sure to return to this page periodically to ensure familiarity with the most current version of this Cookies Policy.

6. More Information

If you have more questions, feel free to contact our Data Protection Officer at dpo@metisgr.com.