

Proof of Consent

This document was generated to show efforts made to comply with privacy legislation. This document will contain the Cookie Policy and the cookie consent settings to proof consent for the time and region specified below. For more information about this document, please go to <https://complianz.io/consent>.

This page was last changed on July 19, 2023, last checked on July 19, 2023 and applies to citizens of Australia.

1. Introduction

Our website, <https://scouttalenthq.com> (hereinafter: "the website") uses cookies and other related technologies (for convenience all technologies are referred to as "cookies"). Cookies are also placed by third parties we have engaged. In the document below we inform you about the use of cookies on our website.

2. What are cookies?

A cookie is a small simple file that is sent along with pages of this website and stored by your browser on the hard drive of your computer or another device. The information stored therein may be returned to our servers or to the servers of the relevant third parties during a subsequent visit.

3. What are scripts?

A script is a piece of program code that is used to make our website function properly and interactively. This code is executed on our server or on your device.

4. What is a web beacon?

A web beacon (or a pixel tag) is a small, invisible piece of text or image on a website that is used to monitor traffic on a website. In order to do this, various data about you is stored using web beacons.

5. Consent

When you visit our website for the first time, we will show you a pop-up with an explanation about cookies. You do have the right to opt-out and to object against the further use of non-functional cookies.

5.1 Manage your consent settings

You can also disable the use of cookies via your browser, but please note that our website may no longer work properly.

6. Cookies

6.1 Technical or functional cookies

Some cookies ensure that certain parts of the website work properly and that your user preferences remain known. By placing functional cookies, we make it easier for you to visit our website. This way, you do not need to repeatedly enter the same information when visiting our website and, for example, the items remain in your shopping cart until you have paid. We may place these cookies without your consent.

6.2 Analytical cookies

We use analytical cookies to optimize the website experience for our users. With these analytical cookies we get insights in the usage of our website.

6.3 Advertising cookies

On this website we use advertising cookies, enabling us to gain insights into the campaign results. This happens based on a profile we create based on your behaviour on <https://scouttalenthq.com>. With these cookies you, as website visitor, are linked to a unique ID but these cookies will not profile your behaviour and interests to serve personalised ads.

You can object to the tracking by these cookies by clicking the "Manage Consent" button.

6.4 Marketing/Tracking cookies

Marketing/Tracking cookies are cookies or any other form of local storage, used to create user profiles to display advertising or to track the user on this website or across several websites for similar marketing purposes.

7. Placed cookies

Wordfence

Functional

Consent to service wordfence

Usage

We use Wordfence for security and fraud prevention. [Read more](#)

Sharing data

For more information, please read the [Wordfence Privacy Statement](#).

Functional

Name

[wf-scan-issue-expanded-*](#)

Expiration

session

Function

Provide the identification of trusted web traffic

Snowplow

Statistics

Consent to service snowplow

Usage

We use Snowplow for website statistics. [Read more](#)

Sharing data

For more information, please read the [Snowplow Privacy Statement](#).

Statistics

Name

[_sp_id*](#)

Expiration

2 years

Function

Store a unique user ID

Name

[_sp_ses*](#)

Expiration

30 minutes

Function

Store a unique session ID

Purpose pending investigation**Name**

[snowplowOutQueue_snowday__wn_post*](#)

Expiration**Function****Name**

[snowplowOutQueue_snowplow_cf](#)

Expiration

Function

Name

[snowplowOutQueue_diginius_cf_get](#)

Expiration

Function

Elementor

Statistics (anonymous)

Consent to service elementor

Usage

We use Elementor for content creation. [Read more](#)

Sharing data

This data is not shared with third parties.

Statistics (anonymous)

Name

[elementor](#)

Expiration

persistent

Function

Store performed actions on the website

Google reCAPTCHA

Functional, Marketing/Tracking

Consent to service google-recaptcha

Usage

We use Google reCAPTCHA for spam prevention. [Read more](#)

Sharing data

For more information, please read the [Google reCAPTCHA Privacy Statement](#).

Functional**Name**

[_grecaptcha](#)

Expiration

6 months

Function

Provide spam protection

Marketing/Tracking**Name**

[rc::c](#)

Expiration

session

Function

Read and filter requests from bots

Name

[rc::b](#)

Expiration

session

Function

Read and filter requests from bots

Name

[rc::a](#)

Expiration

persistent

Function

Read and filter requests from bots

Microsoft Clarity

Statistics, Marketing/Tracking

Consent to service microsoft-clarity

Usage

We use Microsoft Clarity for heat maps and screen recordings. [Read more](#)

Sharing data

For more information, please read the [Microsoft Clarity Privacy Statement](#).

Statistics

Name

[_cltk](#)

Expiration

Function

Store and track interaction

Name

[_clsk](#)

Expiration

1 day

Function

Store and combine pageviews by a user into a single session recording

Marketing/Tracking

Name

[_clck](#)

Expiration

1 year

Function

Store a unique user ID

Name

[ANONCHK](#)

Expiration

Function

Name

[MUID](#)

Expiration

1 year

Function

Store and track visits across websites

HubSpot

Marketing/Tracking, Statistics, Functional, Preferences

Consent to service hubspot

Usage

We use HubSpot for marketing automation (automated email marketing). [Read more](#)

Sharing data

For more information, please read the [HubSpot Privacy Statement](#).

Marketing/Tracking

Name

[hubspotutk](#)

Expiration

13 months

Function

Store and track a visitor's identity

Name

[__hstc](#)

Expiration

13 months

Function

Store time of visit

Statistics

Name

[_hsrc](#)

Expiration

session

Function

Store a unique session ID

Functional

Name

[_hssc](#)

Expiration

30 minutes

Function

Store anonymized statistics

Name

[_hs_cookie_cat_pref](#)

Expiration

6 months

Function

Store cookie consent preferences

Name

[*_key](#)

Expiration

2 weeks

Function

Store logged in users

Name

[hs_ab_test](#)

Expiration

session

Function

Store ID's of experiments and sessions for A/B testing

Name

[__hs_do_not_track](#)

Expiration

6 months

Function

Store 'do not track' signals

Preferences**Name**

[messagesUtk](#)

Expiration

13 months

Function

Store browser details

Name

[__hsmem](#)

Expiration

1 week

Function

Store logged in users

Name

[hs-messages-is-open](#)

Expiration

30 minutes

Function

Store if a message has been shown

Google Analytics

Statistics, Functional

Consent to service google-analytics

Usage

We use Google Analytics for website statistics. [Read more](#)

Sharing data

For more information, please read the [Google Analytics Privacy Statement](#).

Statistics**Name**

[_ga_*](#)

Expiration

1 year

Function

Store and count pageviews

Name

[_ga](#)

Expiration

2 years

Function

Store and count pageviews

Name

[_gid](#)

Expiration

1 day

Function

Store and count pageviews

Name

[_gat_gtag_UA_*](#)

Expiration

1 minute

Function

Store a unique user ID

Functional**Name**

[_gat_UA-*](#)

Expiration

session

Function

Provide technical monitoring

Google Adsense

Marketing/Tracking

Consent to service google-adsense

Usage

We use Google Adsense for showing advertisements. [Read more](#)

Sharing data

For more information, please read the [Google Adsense Privacy Statement](#).

Marketing/Tracking**Name**

[_gcl_au](#)

Expiration

persistent

Function

Store and track conversions

Name

[google_adsense_settings](#)

Expiration

persistent

Function

Provide ad delivery or retargeting

Burst Statistics

Statistics (anonymous)

Consent to service burst-statistics

Usage

We use Burst Statistics for website statistics. [Read more](#)

Sharing data

This data is not shared with third parties.

Statistics (anonymous)**Name**

[burst_uid](#)

Expiration

1 month

Function

Store and track interaction

Google Fonts

Marketing/Tracking

Consent to service google-fonts

Usage

We use Google Fonts for display of webfonts. [Read more](#)

Sharing data

For more information, please read the [Google Fonts Privacy Statement](#).

Marketing/Tracking

Name

[Google Fonts API](#)

Expiration

expires immediately

Function

Read user IP address

Vimeo

Statistics

Consent to service vimeo

Usage

We use Vimeo for video display. [Read more](#)

Sharing data

For more information, please read the [Vimeo Privacy Statement](#).

Statistics

Name

[__utmt_player](#)

Expiration

10 minutes

Function

Store and track audience reach

Name

[vuid](#)

Expiration

2 years

Function

Store the user's usage history

Miscellaneous

Purpose pending investigation

Consent to service miscellaneous

Usage

Sharing data

Sharing of data is pending investigation

Purpose pending investigation

Name

snowplowOutQueue_ubSnowplow_sp-ub_get.expires

Expiration

Function

Name

e_kit-elements-defaults

Expiration

Function

Name

snowplowOutQueue_ubSnowplow_sp-ub_get

Expiration**Function****Name**

WP_DATA_USER_25

Expiration**Function****Name**

_fbp

Expiration**Function****Name**

ubvs

Expiration

Function

Name

_fbc

Expiration

Function

Name

ln_or

Expiration

Function

Name

[humans_*](#)

Expiration

Function

8. Enabling/disabling and deleting cookies

You can use your internet browser to automatically or manually delete cookies. You can also specify that certain cookies may not be placed. Another option is to change the settings of your internet browser so that you receive a message each time a cookie is placed. For more information about these options, please refer to the instructions in the Help section of your browser.

Please note that our website may not work properly if all cookies are disabled. If you do delete the cookies in your browser, they will be placed again after your consent when you visit our website again.

9. Your rights with respect to personal data

You have the following rights with respect to your personal data:

- you may submit a request for access to the data we process about you;
- you may request an overview, in a commonly used format, of the data we process about you;
- you may request correction or deletion of the data if it is incorrect or not or no longer relevant for any purpose under the Privacy Act.

To exercise these rights, please contact us. Please refer to the contact details at the bottom of this cookie statement. If you have a complaint about how we handle your data, we would like to hear from you.

10. Contact details

For questions and/or comments about our Cookie Policy and this statement, please contact us by using the following contact details:

Scout Talent Level 1, 265 Coronation DR Milton QLD 4064 Australia
Website: <https://scouttalenthq.com>
Email: info@scouttalent.com.au
Phone number: 61 7 3330 2555

This Cookie Policy was synchronised with cookiedatabase.org on July 19, 2023.

Cookie consent settings

- prefix => cmplz_rt_
- user_banner_id => 1

- block_ajax_content =>
- do_not_track_enabled =>
- consenttype => optout
- region => au
- geoip =>
- dismiss_timeout =>
- disable_cookiebanner =>
- soft_cookiewall =>
- dismiss_on_scroll =>
- cookie_expiry => 365
- locale => lang=en&locale=en_AU
- categories => statistics, marketing
- tcf_active =>
- aria_label => Click to accept {category} cookies and enable this content
- forceEnableStats =>
- preview =>
- clean_cookies =>
- id => 1
- header => Manage Cookie Consent,1
- accept_optin => Accept
- accept_optout => Accept,1
- manage_consent => Manage consent
- manage_options => View preferences
- save_settings => Save preferences
- dismiss => Deny,1
- message_optout => To provide the best experiences, we use technologies like cookies to store and/or access device information. Consenting to these technologies will allow us to process data such as browsing behavior or unique IDs on this site. Not consenting or withdrawing consent, may adversely affect certain features and functions.
- message_optin => To provide the best experiences, we use technologies like cookies to store and/or access device information. Consenting to these technologies will allow us to process data such as browsing behavior or unique IDs on this site. Not consenting or withdrawing consent, may adversely affect certain features and functions.
- category_functional => Functional
- category_preferences => Preferences,1
- category_statistics => Statistics,1
- functional_text => The technical storage or access is strictly necessary for the legitimate purpose of enabling the use of a specific service explicitly requested by the subscriber or user, or for the sole purpose of carrying out the transmission of a communication over an electronic communications network.,1
- statistics_text => The technical storage or access that is used exclusively for statistical purposes.,1
- statistics_text_anonymous => The technical storage or access that is used exclusively for anonymous statistical purposes. Without a subpoena, voluntary compliance on the part of your Internet Service Provider, or additional records from a third party, information stored

- or retrieved for this purpose alone cannot usually be used to identify you.,1
- preferences_text => The technical storage or access is necessary for the legitimate purpose of storing preferences that are not requested by the subscriber or user.,1
 - marketing_text => The technical storage or access is required to create user profiles to send advertising, or to track the user on a website or across several websites for similar marketing purposes.,1
 - category_marketing => Marketing,1
 - manage_consent_options => hover-hide-mobile
 - use_categories => view-preferences
 - privacy_link_us => #