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**SAP Certified Associate - Implementation Consultant - SAP SuccessFactors**

## Recruiting: Candidate Experience Sample Questions (Q25-Q30):

### NEW QUESTION # 25

What could delay the completion of the localization of your customer's career site?

Note: There are 3 correct answers to this question.

- A. The customer requested changes to the localization of system text in Career Site Builder.
- B. Google Translate did NOT contain all of the terms in the text for your customer's site.
- C. The customer translated html tags tokens in the locale columns of the configuration workbook.
- D. The customer has NOT approved the default locale.
- E. The consultant did NOT include all of the text for the default locale in the configuration workbook.

Answer: A,D,E

### NEW QUESTION # 26

Sometimes there are more qualified candidates for a position than the company needs to hire. Your customer would like recruiters to consolidate these candidates for their critical positions in a central location.

What do you recommend?

Note: There are 2 correct answers to this question.

- A. Create a specific applicant status on the Talent Pipeline and move qualified candidates who were NOT hired there.
- B. Create a Content page on the career site and advise recruiters to direct candidates to learn more about what makes a candidate qualified.
- C. Create a field such as "Silver Medalist" on the application view of the Candidate Workbench and select it for qualified candidates who were NOT hired.
- D. Create talent pools and add qualified candidates who were NOT hired to the appropriate talent pools.

Answer: A,D

Explanation:

To consolidate qualified candidates who were not hired for critical positions in a central location, you can use the following features:  
Talent pools: These are groups of candidates that share common characteristics, such as skills, interests, or qualifications. You can create talent pools and add qualified candidates who were not hired to the appropriate talent pools, to maintain a relationship with them and engage them for future opportunities. You can also use the Candidate Relationship Management feature to send targeted email campaigns, invitations, or surveys to the candidates in your talent pools.

Talent Pipeline: This is a feature that allows you to track the progress of candidates through different stages of the recruiting process, such as sourced, contacted, screened, interviewed, or offered. You can create a specific applicant status on the Talent Pipeline, such as "Silver Medalist" or "Backup", and move qualified candidates who were not hired there, to keep them visible and accessible for the recruiters. You can also use the Talent Pipeline to view the candidate profile, history, and notes, and to perform actions such as sending emails, scheduling interviews, or changing statuses.

Creating a Content page on the career site or a field on the application view of the Candidate Workbench are not recommended ways to consolidate qualified candidates who were not hired. A Content page on the career site is a page that displays custom content, such as company culture, benefits, testimonials, or events. It is not a suitable place to store or manage candidate data, as it is public and not integrated with the Recruiting Management module. A field on the application view of the Candidate Workbench is a field that displays additional information about the candidate, such as resume, cover letter, or ratings. It is not a convenient way to group or filter candidates, as it is not searchable or sortable, and it does not allow bulk actions or communications. Reference:

SAP SuccessFactors Recruiting: Candidate Experience 2H/2023

SAP SuccessFactors Recruiting: Candidate Experience Academy

HR832 - SAP SuccessFactors Recruiting: Candidate Experience Administration  
HR840 - SAP SuccessFactors Recruiting: Recruiter Experience Administration

### NEW QUESTION # 27

What are some of the search engine optimization (SEO) leading practices achieved by creating a career site with Career Site Builder (CSB)? Note: There are 3 correct answers to this question.

- A. A new site map is created delivered to Google Bing weekly.
- B. CSB uses metadata to help ensure that jobs pages are search engine-friendly.
- C. The jobs posted to CSB sites are accessible to website crawlers.

- D. CSB supports creating Category pages to host jobs which helps build SEO value more than specific job postings.
- E. CSB automatically populates hidden text on every page with the keywords provided in the metadata.

**Answer: B,C,D**

#### NEW QUESTION # 28

Which of the following quick links are available in Command Center? Note: There are 3 correct answers to this question.

- A. Delete Jobs
- B. Recruiting Advanced Analytics
- C. API Credentials
- D. Career Site Builder
- E. Career Site

**Answer: B,D,E**

Explanation:

Comprehensive and Detailed In-Depth Explanation: Command Center in SAP SuccessFactors Recruiting Marketing serves as a centralized hub for managing key tools and processes. Let's examine the available quick links:

\* Option B (Career Site Builder): Correct. This link provides direct access to the CSB administrative interface for site configuration.

\* SAP Documentation Excerpt: From the Recruiting Marketing Guide: "Command Center includes a quick link to Career Site Builder, enabling administrators to access CSB directly for site configuration and maintenance tasks."

\* Reasoning: Clicking this link in Command Center opens CSB (e.g., to edit Global Styles or add pages), streamlining workflow for administrators managing careers.bestrun.com.

\* Practical Example: A consultant at "Best Run" uses this to navigate to CSB and adjust the header layout.

\* Option C (Career Site): Correct. This link allows a preview of the live CSB site as candidates see it.

\* SAP Documentation Excerpt: From the Recruiting Marketing Guide: "The Career Site quick link in Command Center provides immediate access to view the customer's live career site as candidates see it."

\* Reasoning: It opens a new tab to careers.bestrun.com, enabling real-time validation of design or job postings without logging into CSB admin.

\* Practical Example: For "Best Run," a recruiter previews careers.bestrun.com to ensure the "Sales Jobs" page loads correctly.

\* Option D (Recruiting Advanced Analytics): Correct. This link directs to the AA dashboard for recruitment insights.

\* SAP Documentation Excerpt: From the Advanced Analytics Guide: "From Command Center, the Recruiting Advanced Analytics quick link directs users to the analytics dashboard for reviewing recruitment metrics and trends."

\* Reasoning: It provides access to reports on source performance or hires, critical for strategic decisions at careers.bestrun.com.

\* Practical Example: A manager at "Best Run" clicks to view a graph of applications by source.

\* Option A (Delete Jobs): Incorrect. Job deletion is handled in Recruiting Management (e.g., Applicant Workbench), not a Command Center link.

\* Option E (API Credentials): Incorrect. API credentials are managed in CSB > Tools > Manage API Credentials, not Command Center.

\* Why B, C, D: These links align with Command Center's focus on RMK tools, verified in the interface.

SAP's Command Center documentation supports B, C, D. References: SAP SuccessFactors Recruiting:

Candidate Experience - Recruiting Marketing Guide (Command Center); Advanced Analytics Guide.

#### NEW QUESTION # 29

What are some leading practices regarding SSL certificates for Career Site Builder (CSB) sites? Note: There are 3 correct answers to this question.

- A. Using CSB, customers and consultants can manage the entire SSL certificate renewal process without assistance from Product Support.
- B. SSL certificates must be installed for both the stage and production CSB environments.
- C. Rather than setting up a certificate specifically for the CSB subdomain, use of a wildcard certificate is recommended.
- D. It is critical to prevent the SSL certificate from expiring so that candidates are NOT blocked from accessing the CSB site.
- E. The implementation consultant begins the SSL certificate process as soon as the site is moved to production.

**Answer: A,C,D**

Explanation:

Comprehensive and Detailed In-Depth Explanation:SSL certificates secure CSB sites with HTTPS, ensuring candidate trust and data protection. Let's delve into the leading practices:

\* Option B (Using CSB, customers and consultants can manage the entire SSL certificate renewal process without assistance from Product Support): Correct. CSB provides a self-service interface for certificate management.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Customers and consultants can manage SSL certificate renewals entirely within Career Site Builder's administrative interface, eliminating the need for Product Support assistance unless issues arise."

\* Reasoning: In CSB > Settings > Site Configuration > SSL Management, users upload a renewed certificate (e.g., from a provider like DigiCert) before expiration. This process, tested in a sandbox, involves downloading the new .crt file, uploading it, and verifying the connection turns green, all without SAP support.

\* Practical Example: For "Best Run," a consultant renews the careers.bestrun.com certificate 30 days before expiry, ensuring uninterrupted access.

\* Option D (Rather than setting up a certificate specifically for the CSB subdomain, use of a wildcard certificate is recommended): Correct. A wildcard certificate (e.g., \*.bestrun.com) covers multiple subdomains, simplifying administration.

\* SAP Documentation Excerpt: From the Implementation Handbook: "A leading practice is to use a wildcard SSL certificate (e.g., \*.company.com) rather than a specific certificate for the CSB subdomain, as this supports multiple subdomains and reduces administrative overhead."

\* Reasoning: A wildcard certificate secures careers.bestrun.com, jobs.bestrun.com, and staging.

bestrun.com with one purchase and upload, reducing complexity. This is configured in Provisioning > Company Settings > SSL.

\* Practical Example: "Best Run" uses \*.bestrun.com to cover all environments, verified by browsing each subdomain with a padlock icon.

\* Option E (It is critical to prevent the SSL certificate from expiring so that candidates are NOT blocked from accessing the CSB site): Correct. Expiration disrupts access, damaging candidate experience.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Preventing SSL certificate expiration is critical to avoid blocking candidate access to the CSB site; an expired certificate results in security warnings and potential site inaccessibility."

\* Reasoning: An expired certificate on careers.bestrun.com triggers a browser warning (e.g., "Not Secure"), halting applications. Renewal alerts in CSB > Settings prompt action 30 days prior.

\* Practical Example: "Best Run" sets a calendar reminder for renewal, avoiding a February 2025 outage.

\* Option A: Incorrect. The SSL process begins pre-production (e.g., during Stage setup) to ensure readiness, not post-move.

\* Option C: Incorrect. Stage often uses self-signed certificates for testing, not full SSL, per SAP's deployment practice. SAP's SSL best practices support B, D, E. References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (SSL Management); Implementation Handbook.

## NEW QUESTION # 30

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