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## SAP C\_THR84\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• Candidate Relationship Management: This section of the exam evaluates the knowledge of Implementation Specialists in configuring and managing Candidate Relationship Management features, including campaigns, talent pools, and engagement workflows to support proactive recruiting strategies.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• Job Delivery: This section of the exam measures the competency of Implementation Specialists in configuring job delivery mechanisms, including job postings and integrations with external platforms to ensure jobs are accurately distributed.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>• Site Setup: This section of the exam evaluates the knowledge of SAP Consultants in setting up foundational elements of the external career site, such as domain configuration, site URLs, and basic technical alignment with SAP SuccessFactors Recruiting.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>• Move to Production: This section of the exam evaluates the skills of SAP Consultants in finalizing configuration and deploying the completed site from the staging environment to production, ensuring readiness and quality assurance prior to go-live.</li></ul>

Topic 5	<ul style="list-style-type: none"> <li>• <b>Configure Locales:</b> This section of the exam assesses the ability of Implementation Specialists to configure multiple locales on the career site, allowing organizations to deliver multilingual experiences tailored to global audiences.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• <b>Implement Advanced Analytics:</b> This section of the exam assesses the skills of SAP Consultants in setting up and utilizing advanced analytics tools that track candidate behavior, site traffic, and performance metrics for actionable insights.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>• <b>Candidate Experience Overview and Project Kickoff:</b> This section of the exam measures skills of Implementation Specialists and covers the initial stages of a Candidate Experience project, including scope definition, stakeholder alignment, and planning activities for launching a SuccessFactors Career Site Builder (CSB) implementation.</li> </ul>

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q49-Q54):

### NEW QUESTION # 49

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

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

**Answer: B,C,D**

### NEW QUESTION # 50

When moving a Career Site Builder site to production, which four XML files must you export for the move to production?

- A. Candidate Profile, Site Settings, Translations, Category pages
- B. Site Settings, Career Site Builder Settings, Category pages, Translations
- C. Site Settings, Career Site Builder Settings, Content pages, Translations
- D. Content pages, Category pages, Job Layouts, Career Site Builder Settings

**Answer: B**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Moving a Career Site Builder (CSB) site from Stage to Production requires exporting key configurations as XML files to replicate the site accurately. Let's identify the correct set:

\* Option A (Site Settings, Career Site Builder Settings, Category pages, Translations): Correct.

These four files encompass the essential configurations for a successful move.

\* SAP Documentation Excerpt: From the Implementation Handbook: "To move a CSB site to production, export the following XML files from Stage: Site Settings, Career Site Builder Settings, Category pages, and Translations. These files contain the core configuration, page structure, and localized text required for production deployment."

\* Breakdown:

\* Site Settings: Includes domain (e.g., careers.bestrun.com), SSL, and integration details.

\* Career Site Builder Settings: Covers Global Styles, headers, footers, and JavaScript.

\* Category pages: Defines job listing pages (e.g., "Sales Jobs").

\* Translations: Ensures system text (e.g., "Search") is localized (e.g., "Rechercher").

\* Reasoning: Exporting these in CSB > Tools > Export, then importing to Production via CSB > Tools > Import, ensures the site mirrors Stage. Missing files (e.g., Content pages) can be added later but aren't mandatory.

\* Practical Example: For "Best Run," exporting these files on March 1, 2025, and importing to Production replicates the Stage site, verified by browsing careers.bestrun.com.

\* Option B: Incorrect. "Candidate Profile" isn't an exportable CSB file; it's Recruiting Management data.

\* Option C: Incorrect. "Content pages" are optional, not core, unlike "Category pages."

\* Option D: Incorrect. "Job Layouts" are part of "Career Site Builder Settings," not a separate export;

"Content pages" aren't essential.

: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Handbook (Stage to Production Move).

### NEW QUESTION # 51

What are some of the ways that candidates can be added to a talent pool? Note: There are 3 correct answers to this question.

- A. Add from the Applicant Workbench.
- B. Candidates can add themselves.
- C. Auto-populate from a saved search.
- D. Add from an email campaign.
- E. Add from a Candidate Search.

**Answer: A,C,E**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Talent pools store candidates for future roles:

\* Option A (Add from a Candidate Search): Correct. Recruiters can add candidates from search results in Recruiting Management.

\* SAP Documentation Excerpt: From the Talent Pool Administration Guide: "Candidates identified via Candidate Search can be manually added to talent pools by recruiters to build a pipeline."

\* Option B (Auto-populate from a saved search): Correct. Saved searches can automatically feed matching candidates into pools.

\* SAP Documentation Excerpt: From the Talent Pool Administration Guide: "Saved searches can be configured to auto-populate talent pools with candidates meeting predefined criteria, streamlining pipeline management."

\* Option D (Add from the Applicant Workbench): Correct. Recruiters can add applicants from the workbench post-application.

\* SAP Documentation Excerpt: From the Recruiting Management Guide: "From the Applicant Workbench, recruiters can add candidates to talent pools, such as 'Silver Medalists,' for future consideration."

\* Option C: Incorrect. Email campaigns engage candidates but don't directly add them to pools.

: SAP SuccessFactors Recruiting: Candidate Experience - Talent Pool Administration Guide.

### NEW QUESTION # 52

Where is the Job Alerts Email Template configured?

- A. Career Site Builder
- B. E-Mail Notification Templates Settings
- C. Command Center
- D. Recruiting Email Triggers

**Answer: B**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The Job Alerts Email Template is a candidate-facing notification sent when new jobs matching a candidate's preferences are posted. In SAP SuccessFactors Recruiting: Candidate Experience:

\* Option C (E-Mail Notification Templates Settings): This is the correct location. Job Alerts Email Templates are configured in the Admin Center under E-Mail Notification Templates Settings. This area allows administrators to customize the content, branding, and structure of emails sent to candidates who subscribe to job alerts via the CSB site. It's distinct from other email configurations due to its candidate-centric purpose.

\* Option A (Command Center): The Command Center is used for managing Recruiting Marketing tasks (e.g., job distribution, source tracking), not email template configuration.

\* Option B (Recruiting Email Triggers): This is for internal recruiting workflows (e.g., emails to recruiters or hiring managers), not candidate job alerts.

### NEW QUESTION # 53

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

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

Answer: A,B,C

### NEW QUESTION # 54

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