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SAP C_THR84_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• Career Site Builder Pages and Components: This section of the exam evaluates the knowledge of Implementation Specialists in creating and managing pages and content blocks using Career Site Builder components, supporting modular design and dynamic content presentation.
Topic 2	• Other Career Site Setup: This section of the exam measures skills of SAP Consultants in configuring additional site features like data capture forms, metadata tags, and search engine optimization settings to enhance site performance and engagement.
Topic 3	• Candidate Experience Overview and Project Kickoff: 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.
Topic 4	• 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.
Topic 5	• Career Site Design and Accessibility: This section of the exam measures the ability of Implementation Specialists to design career sites with a focus on user experience and accessibility standards, ensuring compliance and aesthetic consistency across devices.
Topic 6	• 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.
Topic 7	• Configure Locales: 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.
Topic 8	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q59-Q64):

NEW QUESTION # 59
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. CSB supports creating Category pages to host jobs, which helps build SEO value more than specific job postings.
- B. CSB uses metadata to help ensure that jobs and pages are search engine-friendly.
- C. The jobs posted to CSB sites are accessible to website crawlers.
- D. CSB automatically populates hidden text on every page with the keywords provided in the metadata.
- E. A new site map is created and delivered to Google and Bing weekly.

Answer: A,B,C

Explanation:
Comprehensive and Detailed In-Depth Explanation:
SEO in Career Site Builder (CSB) enhances visibility on search engines like Google by leveraging structured design and content.
Let's explore:
* Option A (CSB uses metadata to help ensure that jobs and pages are search engine-friendly):
Correct. Metadata (e.g., Page Title, Meta Keywords, Meta Description) optimizes pages for indexing.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "CSB leverages metadata, including Page Title,

Meta Keywords, and Meta Description, configured in Site Settings, to ensure that job pages and content are optimized for search engines, improving discoverability."
* Reasoning: For "Best Run," setting "Jobs at Best Run" as Page Title and "Sales, Engineering" as Meta Keywords makes careers.bestrun.com searchable for "Best Run jobs." This is configured in CSB > Site Settings.
* Practical Example: A Google search for "engineering jobs" shows "Jobs at Best Run" with the Meta Description snippet.
* Option C (The jobs posted to CSB sites are accessible to website crawlers): Correct. CSB's HTML structure allows crawlers to index job content.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Jobs posted to CSB sites are designed to be accessible to website crawlers, with structured data and URLs that allow search engines to index each job posting effectively."
* Reasoning: Unlike ATS systems with login walls, careers.bestrun.com/job/123 offers public HTML (e.g., <h1>Job Title</h1>), readable by Googlebot.
* Practical Example: "Best Run" confirms 100% job indexation via Google Search Console.
* Option E (CSB supports creating Category pages to host jobs, which helps build SEO value more than specific job postings): Correct. Category pages provide evergreen, keyword-rich content.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Creating Category pages (e.g., 'Sales Jobs') in CSB builds SEO value by providing persistent, keyword- rich pages that outlast individual job postings, driving organic traffic over time."
* Reasoning: careers.bestrun.com/sales-jobs ranks for "sales jobs" longer than a single job page that expires, configured in CSB > Pages.
* Practical Example: "Best Run"'s "Engineering Jobs" page boosts rankings over a deleted "Engineer" job.
* Option B: Incorrect. The sitemap is submitted once post-production, not weekly, via Google Search Console.
* Option D: Incorrect. Hidden text violates SEO guidelines; metadata is visible and legitimate.
: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (SEO Optimization).

NEW QUESTION # 60
In order to add the Cloud Skills component to the Career Site, which of the following must be enabled?Note: There are 2 correct answers to this question.

- A. Unified Data Model
- B. Mobile Apply
- C. Legacy Candidate Workbench
- D. Multi-Stage Applications

Answer: A,B

NEW QUESTION # 61
Who delivers the sitemap links to Google and Bing after the Career Site Builder site has been moved to Production?

- A. Consultant submits a request through the SAP SuccessFactors HXM Cloud Operations Portal
- B. Professional Services
- C. Functional consultant or customer
- D. Consultant submits a request through the SAP Support Portal

Answer: C

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Submitting sitemap links to search engines like Google and Bing post-production ensures the CSB site is indexed for SEO. Let's break down the responsibility:
* Option B (Functional consultant or customer): Correct. After the CSB site goes live, either the functional consultant or the customer submits the sitemap (e.g., via Google Search Console or Bing Webmaster Tools). This is a post-implementation task typically handled by the party managing the site.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Once the CSB site is moved to production, it is the responsibility of the functional consultant or the customer to deliver the sitemap links to search engines such as Google and Bing to ensure proper indexing and SEO optimization."
* Reasoning: The sitemap (e.g., careers.company.com/sitemap.xml) is auto-generated by CSB. The consultant might assist during handover (e.g., in a training session), but the customer often takes ownership post-go-live using their own SEO tools. For example, a consultant might log into Google Search Console with the customer's credentials to submit it initially, then train them to manage

updates.
* Practical Example: For "Best Run Corp," the consultant submits the sitemap on Day 1 post- launch, then the customer's marketing team monitors crawl status weekly.
* Option A (Consultant submits a request through the SAP Support Portal): Incorrect. The SAP Support Portal is for technical issues, not SEO tasks like sitemap submission.
* Option C (Professional Services): Incorrect. Professional Services handles broader implementations, not routine post-launch tasks like this.
* Option D (Consultant submits a request through the SAP SuccessFactors HXM Cloud Operations Portal): Incorrect. The HXM Cloud Operations Portal is for system management, not search engine submissions.
: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (SEO and Post-Production Tasks).

NEW QUESTION # 62
Who delivers the sitemap links to Google and Bing after the Career Site Builder site has been moved to Production?

- A. Consultant submits a request through the SAP SuccessFactors HXM Cloud Operations Portal
- B. Professional Services
- C. Functional consultant or customer
- D. Consultant submits a request through the SAP Support Portal

Answer: C

NEW QUESTION # 63
Where can you create links to hard-to-fill jobs on the Home page? Note: There are 2 correct answers to this question.

- A. Within the Featured Jobs component
- B. Within the content dropdown menu in the header
- C. Within the category dropdown menu in the header
- D. Within the Top Job Searches link in the footer

Answer: A,C

NEW QUESTION # 64
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