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Oracle 1Z0-1069-24 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">Managing the Candidate: This section of the exam measures the skills of a Recruiting Manager and covers the management of candidates throughout the recruitment process. It includes tracking candidate status, managing candidate pipelines, and ensuring effective communication. This ensures recruiters can maintain organized, up-to-date candidate records and optimize their workflow from application to offer.
Topic 2	<ul style="list-style-type: none">Managing the Hire: This section of the exam measures the skills of an HR System Administrator and covers the final steps in the recruitment process, focusing on managing new hires within the Oracle Recruiting Cloud. It involves the setup and management of hiring workflows, ensuring seamless integration with core HR systems. The goal is to ensure that once a candidate is selected, the transition to employee status is smooth and compliant with organizational policies.

Topic 3	<ul style="list-style-type: none"> • Configuring Job Opening: This section of the exam measures the skills of a Recruiting Manager and covers how to create and manage job openings in Oracle Recruiting Cloud. It involves setting up job details, defining position requirements, and ensuring that job postings align with the organization's hiring needs and compliance standards. The configuration enables recruiters to advertise roles and effectively attract qualified candidates through appropriate channels.
Topic 4	<ul style="list-style-type: none"> • Using AI Capabilities in Recruiting: This section of the exam measures the skills of a Recruiting Manager and covers how to integrate and utilize Oracle's AI tools within the recruiting process. It focuses on leveraging artificial intelligence to enhance candidate sourcing, screening, and engagement. The section ensures that recruiters can effectively use AI to streamline workflows, improve candidate matching, and make data-driven hiring decisions.

Oracle Recruiting Cloud 2024 Implementation Professional Sample Questions (Q56-Q61):

NEW QUESTION # 56

A recruiting administrator wants to allow candidates to search the career site for locations using alternate location names. What is the first step the administrator needs to take to enable this feature?

- A. Select the Alternate Location check box on the career site settings
- B. Add alternate location names in a new value set
- **C. Enable the profile option ORA_IRC_SEARCH_LOCATION_INCLUDE_ALT_NAMES**
- D. Add alternate location names on each job requisition

Answer: C

Explanation:

The first step is to enable the profile option

ORA_IRC_SEARCH_LOCATION_INCLUDE_ALT_NAMES.

Step-by-Step Solution:

- * Go to Setup and Maintenance in Oracle HCM Cloud.
- * Search for the "Manage Administrator Profile Values" task.
- * Find the profile option ORA_IRC_SEARCH_LOCATION_INCLUDE_ALT_NAMES.
- * Set its value to "Y" or "Yes" at the site level.
- * Save and proceed to configure alternate location names as needed.

Enabling the profile option ORA_IRC_SEARCH_LOCATION_INCLUDE_ALT_NAMES activates the ability to use alternate location names in career site searches. This is the foundational step before adding alternate names, ensuring the system recognizes them. Reference: Oracle Recruiting Cloud Configuration Guide, Career Site Search Settings section.

NEW QUESTION # 57

An organization wants to use context to customize their career sites for specific groups of job seekers. What are the available contexts that can be used to set up the sites?

- **A. Location, Organization, Job Categories, Job Functions, and Recruiting Types**
- B. Departments, Job Families, Business Unit, and Workplace
- C. Language, Legal Entity, Departments, and Job Families
- D. Organization, Business Unit, Job Families, Languages, and Requisition Type

Answer: A

Explanation:

The available contexts are Location, Organization, Job Categories, Job Functions, and Recruiting Types.

Step-by-Step Solution:

- * Access Career Site Configuration in the Recruiting work area.
- * Navigate to the context setup section.
- * Select from the available contexts: Location, Organization, Job Categories, Job Functions, and Recruiting Types.
- * Apply these to customize the career site for specific job seeker groups.

Oracle Recruiting Cloud allows career site customization using contexts like Location (geographic targeting), Organization

(company-specific branding), Job Categories/Functions (role-specific content), and Recruiting Types (e.g., internal vs. external). These provide flexibility for tailored experiences. Reference: Oracle Recruiting Cloud Career Site Configuration Guide, Contextual Customization section.

NEW QUESTION # 58

Which job applications are visible to recruiters in the job application list, by default?

- A. Disqualified applications
- B. Active Applications
- C. Unconfirmed and confirmed applications
- D. Rejected and withdrawn applications

Answer: C

Explanation:

<https://docs.oracle.com/en/cloud/saas/talent-management/20b/faush/candidate-job-applications.html#FAUSH2323914>

NEW QUESTION # 59

An organization configures to allow for candidates with withdrawn job applications to reapply. Which condition must be met for this to happen?

- A. The job application must be in the New, To Be Reviewed phase/state when withdrawn
- B. The job application must be in any phase before the Offer phase
- C. The candidate must provide a reason for the withdrawal and reapplication
- D. The job application must be accepted by the recruiter

Answer: B

Explanation:

The condition is that the job application must be in any phase before the Offer phase for candidates to reapply after withdrawal.

Step-by-Step Solution:

- * Configure the recruiting settings to allow reapplication post-withdrawal.
- * Ensure the job application is withdrawn before reaching the Offer phase.
- * Verify that the candidate can reapply via the career site or job application flow.

Oracle Recruiting Cloud allows reapplication if the withdrawal occurs before the Offer phase (e.g., New, Screening, Interview), as post-offer withdrawals typically finalize the process. Earlier phases remain open for reapplication per standard configuration.

Reference: Oracle Recruiting Cloud Candidate Management Guide, Withdrawal and Reapplication section.

NEW QUESTION # 60

Your recruiting specialist wants to enable intelligent matching features such as Suggested Candidates, Similar Candidates, Similar Jobs, and Suggested Jobs to make the recruiting and hiring processes more efficient and effective. What do you need to do in order to use these features?

- A. Disable resume parsing
- B. Request a controlled availability update from Oracle
- C. Activate the available embedded AI functionality

Answer: C

Explanation:

You need to activate the available embedded AI functionality.

Step-by-Step Solution:

- * Go to Recruiting and Candidate Experience Management.
- * Locate the AI settings section.
- * Enable the embedded AI features (e.g., Suggested Candidates).
- * Test the intelligent matching in a requisition.

These AI-driven features are embedded in Oracle Recruiting Cloud and can be activated via configuration, not requiring special requests or disabling other features like resume parsing. Reference: Oracle Recruiting Cloud AI Features Guide, Intelligent Matching

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