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SAP C-THR84-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• Implement Advanced Analytics: 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.
Topic 2	• 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 3	• 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 4	• 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.
Topic 5	• 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 6	• 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 7	• 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 8	• Career Site Builder Global Settings and Global Styles: This section of the exam assesses the configuration skills of SAP Consultants related to the global settings and design styles that govern the overall look and feel of the career site, such as fonts, color schemes, and layout defaults.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q13-Q18):

NEW QUESTION # 13
Where is the Job Alerts Email Template configured?

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

Answer: C

NEW QUESTION # 14
You have set up Real Time Job Sync. The sync is working, but NOT all of the jobs posted externally are displaying in the Career Site Builder site. What could be the cause of this failure? Note: There are 2 correct answers to this question.

- A. The recruiter does NOT have permissions for Career Site Builder.
- B. The recruiter did NOT include a country.
- C. The recruiter did NOT include a job description.
- D. The recruiter did NOT include the job with Sync Recruiting Jobs.

Answer: C,D

NEW QUESTION # 15

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. The implementation consultant begins the SSL certificate process as soon as the site is moved to production.
- C. It is critical to prevent the SSL certificate from expiring so that candidates are NOT blocked from accessing the CSB site.
- 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: 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.
: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (SSL Management); Implementation Handbook.

NEW QUESTION # 16

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 Content page on the career site and advise recruiters to direct candidates to learn more about what makes a candidate qualified.
- B. Create a specific applicant status such as "Silver Medalist" on the applicant status set and move qualified candidates who were NOT hired there.
- C. Create a field on the application view of the Applicant 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: B,D

NEW QUESTION # 17

You would like to add a Skills Cloud component in Career Site Builder, so that job skills are displayed in the form of a word cloud
In which of the following pages can you configure the skills cloud component?

- A. Category Page
- B. Job Page
- C. Home Page
- D. Landing Page

Answer: B

NEW QUESTION # 18

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