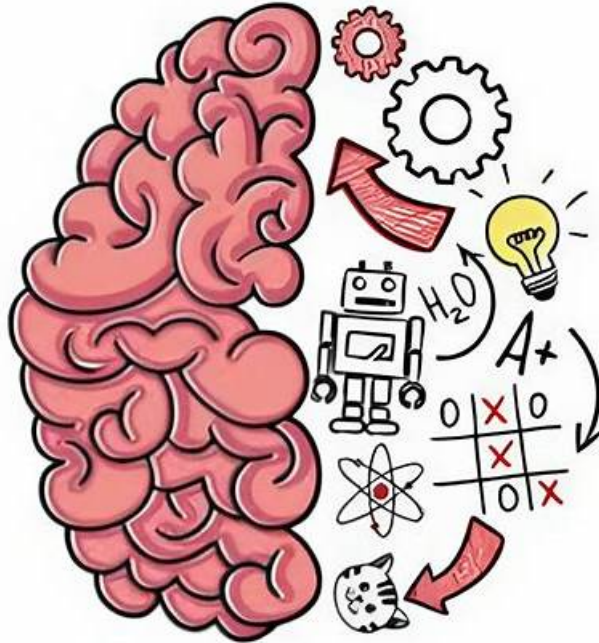


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## SAP C\_THR84\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none"><li>• <b>Move to Production:</b> 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 3	<ul style="list-style-type: none"><li>• <b>Career Site Builder Pages and Components:</b> 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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>• <b>Job Delivery:</b> 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 5	<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>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q23-Q28):

### NEW QUESTION # 23

What results can you expect if the sitewide metadata is set up as shown below in Career Site Builder (CSB)?  
Page Title: Jobs at Best Run  
Meta Keywords: Sales, Engineering, Human Resources, Management Jobs  
Meta Description: Apply online for jobs at Best Run  
Run: Engineering Jobs, Sales Jobs, Human Resources Jobs, and more  
Note: There are 2 correct answers to this question.

- **A. Assuming that metadata leading practices have been followed, when a user opens a Category page on the site, Jobs at Best Run will display on the browser tab.**
- B. When Jobs at Best Run is returned in search engine results, it will display as a link to the CSB site.
- **C. Populating the Meta Keywords field is much more important than using keywords in the page content.**
- D. When a user opens the home page for the site, Jobs at Best Run will display on the browser tab.

**Answer: A,C**

### NEW QUESTION # 24

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

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

**Answer: A,C,E**

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 # 25

Consultants can create standard or custom XML feeds to meet their customers' job distribution requirements. Which of the following are associated with a standard XML feed? Note: There are 2 correct answers to this question.

- A. Customers need to renew XML job feeds annually.
- B. All of the customer's jobs are included in a standard XML feed.
- C. The leading practice is to push the delivery of XML feeds using the FTP Scheduler in Command Center.
- D. One standard XML feed is included in the statement of work for a standard recruiting implementation.

**Answer: B,D**

## 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 talent pools and add qualified candidates who were NOT hired to the appropriate talent pools.
- 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 specific applicant status such as "Silver Medalist" on the applicant status set and move qualified candidates who were NOT hired there.
- D. Create a field on the application view of the Applicant Workbench and select it for qualified candidates who were NOT hired.

**Answer: A,C**

### NEW QUESTION # 27

When configuring Advanced Analytics, which applicant statuses do NOT need to be mapped? Note: There are 2 correct answers to this question.

- A. Invited to Apply
- B. Withdrawn by Candidate
- C. Auto Disqualified
- D. Forwarded

**Answer: A,D**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Mapping applicant statuses in Advanced Analytics (AA) tracks candidate pipeline progression for reporting.

Let's identify exceptions:

- \* Option B (Invited to Apply): Correct. This pre-application status (e.g., an email invitation) isn't part of the pipeline and thus doesn't require mapping.
  - \* SAP Documentation Excerpt: From the Advanced Analytics Guide: "Invited to Apply" does not need to be mapped in Advanced Analytics, as it represents a pre-application status outside the candidate pipeline."
  - \* Reasoning: An "Invited to Apply" email from careers.bestrun.com isn't tracked until the candidate applies, so it's excluded from AA's status set in Admin Center > Advanced Analytics Configuration.
  - \* Practical Example: For "Best Run," an invite sent on February 1, 2025, isn't mapped.
  - \* Option C (Forwarded): Correct. This internal recruiter action (e.g., forwarding a profile) isn't a candidate-facing status.
  - \* SAP Documentation Excerpt: From the Advanced Analytics Guide: "Forwarded" is an internal recruiter action and does not require mapping in Advanced Analytics, as it is not a candidate-facing pipeline status."
  - \* Reasoning: Forwarding a candidate to a hiring manager in Recruiting Management doesn't affect the candidate's journey, so it's omitted from AA mapping.
  - \* Practical Example: For "Best Run," a "Forwarded" action on March 1, 2025, isn't tracked.
  - \* Option A (Auto Disqualified): Incorrect. This pipeline endpoint (e.g., rejected by ATS) must be mapped for complete reporting.
  - \* Option D (Withdrawn by Candidate): Incorrect. This key status (e.g., candidate opts out) requires mapping to reflect pipeline drop-off.
- : SAP SuccessFactors Recruiting: Candidate Experience - Advanced Analytics Guide (Status Mapping).

### NEW QUESTION # 28

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