

# Valid C-THR84-2505 Exam Answers & 2026 Realistic SAP Latest Test SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Experience



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## SAP C-THR84-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>• 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.</li></ul>

Topic 4	<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 5	<ul style="list-style-type: none"> <li>• <b>Career Site Builder Global Settings and Global Styles:</b> 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.</li> </ul>
Topic 6	<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>
Topic 7	<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 8	<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 9	<ul style="list-style-type: none"> <li>• <b>Candidate Relationship Management:</b> 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 10	<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>

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

### NEW QUESTION # 13

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

**Answer: B,D**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Highlighting hard-to-fill jobs on the CSB Home page:

\* Option B (Within the Featured Jobs component): Correct. The Featured Jobs component showcases priority roles.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The Featured Jobs component on the Home page can be configured to display hard-to-fill or high- priority jobs, drawing candidate attention."

\* Option D (Within the category dropdown menu in the header): Correct. A category link (e.g., "Critical Roles") can target these jobs.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Category dropdown menus in the header can include links to pages displaying hard-to-fill jobs, providing direct navigation from the Home page."

\* Option A: Incorrect. Footer links are for SEO, not Home page prominence.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide.

#### NEW QUESTION # 14

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

Answer: A,C

#### NEW QUESTION # 15

What could delay the completion of the localization of your customer's career site? Note: There are 3 correct answers to this question.

- A. The customer translated html tags and tokens in the locale columns of the configuration workbook.
- B. Google Translate did NOT contain all of the terms in the text for your customer's site.
- C. The customer requested changes to the localization of system text in Career Site Builder.
- D. The customer has NOT approved the default locale.
- E. The consultant did NOT include all of the text for the default locale in the configuration workbook.

Answer: A,D,E

#### NEW QUESTION # 16

Which footer links are recommended on every Career Site Builder site to support search engine optimization (SEO)? Note: There are 2 correct answers to this question.

- A. View All Jobs
- B. Top Job Searches
- C. Corporate Home
- D. Careers Home

Answer: A,B

#### NEW QUESTION # 17

If Advanced Analytics was NOT implemented immediately after your customer's Career Site Builder (CSB) site went live, what actions will you need to take? Note: There are 3 correct answers to this question.

- A. Map to ATS Capture statuses that are no longer in use.
- B. Perform a Job Patch to correctly filter the data sent to Advanced Analytics.
- C. Backload the previous data by running Get Data One Time.
- D. Determine when the CSB site went live by generating a date-based report.
- E. Determine when the CSB site went live by running the App Status Audit Trail Report.

Answer: A,C,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Advanced Analytics (AA) provides recruitment insights, but if not implemented at CSB go-live, retroactive setup is required to

capture historical data. Let's break it down:

\* Option A (Determine when the CSB site went live by running the App Status Audit Trail Report):

Correct. This report establishes the go-live date, crucial for defining the data range to backload.

\* SAP Documentation Excerpt: From the Advanced Analytics Guide: "To establish the starting point for data capture when Advanced Analytics is implemented post-CSB go-live, run the App Status Audit Trail Report to determine the exact date the site became active in production."

\* Reasoning: Without knowing when careers.bestrun.com went live (e.g., January 15, 2025), you can't sync prior data. The report, accessed via Admin Center > Reporting, logs events like "CSB Production Activation."

\* Practical Example: For "Best Run," running this on March 10, 2025, reveals "01/15/2025," setting the backload start.

\* Option B (Map to ATS Capture statuses that are no longer in use): Correct. Legacy statuses ensure historical data integrity in AA reports.

\* SAP Documentation Excerpt: From the Advanced Analytics Guide: "When implementing Advanced Analytics after CSB go-live, map to ATS Capture statuses, including those no longer in use, to accurately reflect historical candidate pipeline data in reports."

\* Reasoning: If "Interviewed" was retired in 2024 but used then, mapping it to "Interview Scheduled" in Admin Center > Advanced Analytics Configuration captures past candidates.

\* Practical Example: "Best Run" maps "Old Offer" to "Offer Extended" for January data.

\* Option C (Backload the previous data by running Get Data One Time): Correct. This imports historical data post-go-live into AA.

\* SAP Documentation Excerpt: From the Advanced Analytics Guide: "To include data from before Advanced Analytics was enabled, run the 'Get Data One Time' process in Command Center to backload historical recruiting data into the analytics platform."

\* Reasoning: Without backloading, AA starts blank, missing metrics like hires from January to March 2025. This runs in Command Center > Data Management.

\* Practical Example: "Best Run" runs this on March 10, syncing January 15-March 9 data.

\* Option D: Incorrect. No "date-based report" exists for this; the Audit Trail (A) is the tool.

\* Option E: Incorrect. Job Patch adjusts job data, not AA historical sync.

## NEW QUESTION # 18

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