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Oracle 1Z0-1069-24 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• Configuring Sourcing: This section of the exam measures the skills of a Recruiting Manager and covers setting up and optimizing sourcing strategies within Oracle Recruiting Cloud. It includes configuring internal and external sourcing channels to attract top talent. The section ensures that recruiters can effectively reach qualified candidates through job boards, social media, referrals, and talent pools.

Topic 3	• 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.
Topic 4	• 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 5	• 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.

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Oracle Recruiting Cloud 2024 Implementation Professional Sample Questions (Q69-Q74):

NEW QUESTION # 69
What Information populates the Talent Profile once an external candidate Is hired?

- A. the candidate resume and recruiting content sections
- B. all attached documents
- C. the candidate resume and all attachments
- D. the offer letter and the candidate resume

Answer: B

NEW QUESTION # 70
Where do you load the offer letter template for recruiters to use when they create offer letters?

- A. In the candidate selection process Offer phase
- B. In the Recruiting Content Library
- C. In Alerts Composer
- D. In an OTBI Dashboard

Answer: B

Explanation:
Offer letter templates are loaded in theRecruiting Content Library.
Step-by-Step Solution:
* Go to Recruiting and Candidate Experience Management.

* Open the Recruiting Content Library.
* Upload the offer letter template (e.g., RTF file with tokens).
* Associate it with the Offer phase for recruiter use.
The Recruiting Content Library stores templates like offer letters, making them accessible during the offer creation process. Other options (OTBI, Alerts Composer) are unrelated to template storage. Reference: Oracle Recruiting Cloud Content Library Guide, Offer Letter Templates section.

NEW QUESTION # 71
The Administrator of your recruiting organization wants to create a new active interview feedback questionnaire, for use by the hiring team when interviewing candidates. Create a Questionnaire based upon the Questionnaire Template you created prior, where:
* Name is "Sales Specialist Hiring Manager Interview Feedback"
* Folder is Interview Feedback
* Questionnaire code is "SS_HIRING_MANAGER_INTERVIEW"

Answer:

Explanation:
See the complete solution below.
Explanation:
This is a configuration task requiring the creation of a new interview feedback questionnaire in Oracle Recruiting Cloud, leveraging the "Hiring Manager Interview Feedback" template from Question No: 2. Below is the detailed step-by-step solution.
Step-by-Step Solution:
Step 1: Log in to Oracle HCM Cloud
Action: Log in to your Oracle HCM Cloud environment with administrative privileges (e.g., a Recruiting Administrator role with setup permissions).
Navigation: Access the Oracle HCM Cloud homepage via your organization's URL (e.g., https://yourdomain. oraclecloud.com).
Details: Ensure you're in the correct environment (e.g., Test or Production) and have sandbox access if testing is required.
Step 2: Navigate to Recruiting and Candidate Experience Management
Action: Access the Recruiting and Candidate Experience Management work area.
Navigation: From the homepage, click Navigator (hamburger menu) > Setup and Maintenance > Search for "Recruiting and Candidate Experience Management" in the Tasks panel > Click the link to open the work area.
Details: This work area provides access to recruiting configuration tasks, including questionnaire management.
Step 3: Access the Manage Questionnaires Task
Action: Open the task to manage questionnaires (distinct from questionnaire templates).
Navigation: In the Recruiting and Candidate Experience Management work area, search for and select the task "Manage Questionnaires" (or "Manage Recruiting Questionnaires" depending on the UI version).
Details: This task allows you to create specific questionnaires based on templates, which can then be attached to job requisitions or interview processes.
Step 4: Create a New Questionnaire
Action: Start the process to add a new questionnaire.
Navigation: On the Manage Questionnaires page, click the "+" icon or "Create" button to initiate a new questionnaire.
Details: A new questionnaire form will appear where you can define its properties.
Step 5: Define General Questionnaire Details
Action: Enter the required details for the questionnaire.
Fields to Fill:
Name: Enter "Sales Specialist Hiring Manager Interview Feedback" (exact match).
Code: Enter "SS_HIRING_MANAGER_INTERVIEW" (exact match, no spaces, case-sensitive).
Status: Set to "Active" (to make it immediately available for use by the hiring team).
Folder: Select or type "Interview Feedback" (see Step 6 for folder details).
Details: These fields identify the questionnaire and ensure it meets the task's specifications. The code must be unique across all questionnaires.
Step 6: Assign to the Interview Feedback Folder
Action: Place the questionnaire in the "Interview Feedback" folder.
Navigation: In the questionnaire form, locate the "Folder" field (may be a dropdown or text input).
Fields to Fill:
If "Interview Feedback" exists: Select it from the dropdown.
If it doesn't exist:
Click "Manage Folders" or a similar option (if available).
Click "+" to create a new folder.

Name: "Interview Feedback"

Save and return to the questionnaire form.

Select "Interview Feedback" from the dropdown.

Details: Folders organize questionnaires for easier management. "Interview Feedback" aligns with the questionnaire's purpose and the task requirement.

Step 7: Base the Questionnaire on the Prior Template

Action: Link the questionnaire to the "Hiring Manager Interview Feedback" template created in Question No: 2.

Navigation: In the questionnaire form, find the "Template" or "Based On" field.

Fields to Fill:

Template: Search for and select "Hiring Manager Interview Feedback" (ID: HIRING_MANAGER_INTERVIEW_FEEDBACK).

Details: This pulls in the structure (e.g., instructions: "Please complete all questions, basing your responses on the interview") and any questions from the template, ensuring consistency. Since the template is unscored and typed as Interview Feedback, the new questionnaire inherits these properties.

Step 8: Verify Questionnaire Properties

Action: Confirm the inherited and configured properties.

Navigation: Review the form after selecting the template:

Type: Should display "Interview Feedback" (inherited from template).

Scoring: Should be unscored (no rating model, inherited from template).

Instructions: Should show "Please complete all questions, basing your responses on the interview" (inherited from template).

Questions: If questions were added to the template (e.g., communication skills, strengths), they'll appear here; if not, the questionnaire is empty but still valid.

Details: The task doesn't require modifying the template's content, so the inherited setup suffices unless specific Sales Specialist questions are implied (not specified).

Step 9: Customize Questions (Optional but Contextual)

Action: Optionally tailor questions for Sales Specialist roles (recommended for practicality).

Navigation: In the questionnaire form, go to the "Questions" or "Content" section > Click "Add Question" or edit existing ones.

Example Questions (if adding):

Question Text: "How well did the candidate demonstrate sales negotiation skills?" Type: Single Choice (e.g., Excellent, Good, Fair, Poor) or Text.

Question Text: "What specific sales experience did the candidate highlight?" Type: Text.

Question Text: "Would you recommend this candidate for a Sales Specialist role?" Type: Text.

Details: Since the task doesn't mandate new questions, you can rely on the template's content. Adding Sales- specific questions enhances relevance for the hiring team but isn't required.

Step 10: Save and Validate the Questionnaire

Action: Save the questionnaire and verify its setup.

Navigation: Click "Save" or "Save and Close" at the bottom of the form.

Validation: Reopen the questionnaire from the Manage Questionnaires page to confirm:

Name: Sales Specialist Hiring Manager Interview Feedback

Code: SS_HIRING_MANAGER_INTERVIEW

Folder: Interview Feedback

Status: Active

Template: Hiring Manager Interview Feedback

Type: Interview Feedback

Scoring: Unscored

Instructions: Please complete all questions, basing your responses on the interview Step 11: Test the Questionnaire Action: Test the questionnaire by attaching it to an interview in a job requisition.

Navigation:

Go to My Client Groups > Recruiting > Job Requisitions.

Open an existing requisition or create a new one (e.g., for a Sales Specialist role).

Move a candidate to the Interview phase in the Candidate Selection Process.

Schedule an interview:

Go to Interviews tab > Click "Schedule Interview".

In the interview setup, select "Sales Specialist Hiring Manager Interview Feedback" from the Questionnaire dropdown.

Assign the interview to a hiring team member (e.g., a test user with Hiring Manager privileges).

Log in as the hiring team member (or use a test account).

Access the interview feedback task via My Tasks or the candidate's profile > Complete the questionnaire.

Verification:

Confirm the name "Sales Specialist Hiring Manager Interview Feedback" appears.

Check that instructions display: "Please complete all questions, basing your responses on the interview." Answer the questions (inherited or added) and submit; ensure no scores are calculated.

Verify the feedback is recorded in the candidate's profile under the Interview phase.

Step 12: Deploy Changes (If in Sandbox)

Action: If configured in a sandbox, publish the changes to production.

Navigation: Go to Sandboxes > Select your sandbox > Click "Publish".

Details: This ensures the questionnaire is available for the hiring team in the live environment.

Exact Extract Explanation:

In Oracle Recruiting Cloud, questionnaires are specific instances built from templates, tailored for use in processes like interviews. This task requires:

Based on Prior Template: Uses "Hiring Manager Interview Feedback" (ID: HIRING_MANAGER_INTERVIEW_FEEDBACK) from Question No: 2, inheriting its unscored, interview feedback properties and instructions.

Active Status: Ensures immediate usability by the hiring team.

Specific Name and Code: "Sales Specialist Hiring Manager Interview Feedback" and "SS_HIRING_MANAGER_INTERVIEW" identify it uniquely for Sales-related interviews.

Folder: "Interview Feedback" organizes it logically with similar questionnaires.

The Manage Questionnaires task in the Recruiting and Candidate Experience Management work area is the tool for this setup, distinct from the template creation task. Testing via a requisition confirms its functionality for the hiring team. Reference: Oracle Recruiting Cloud Configuration Guide, Chapter on Managing Questionnaires; Oracle Recruiting Cloud User Guide, Interview Feedback Configuration section.

NEW QUESTION # 72

When designing a campaign email, what can you add?

- A. Text, galleries, video, and recommendations
- B. Text, images, dynamic job lists, and custom buttons
- C. Text, images, videos, custom buttons and dynamic job lists
- D. Text, images, custom buttons, dynamic job lists and HTML content

Answer: B

NEW QUESTION # 73

When the candidate pool ownership type is "Shared", how do you select other team members for sharing?

- A. Add Owner
- B. Select User
- C. Select Collaborators
- D. Add Shares

Answer: B

NEW QUESTION # 74

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