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SAP C-THR84-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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.
Topic 4	• 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 5	• 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.
Topic 6	• 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 7	• 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 8	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q32-Q37):

NEW QUESTION # 32
Who delivers the sitemap links to Google and Bing after the Career Site Builder site has been moved to Production?

- A. Functional consultant or customer
- B. Professional Services
- C. Consultant submits a request through the SAP Support Portal
- D. Consultant submits a request through the SAP SuccessFactors HXM Cloud Operations Portal

Answer: A

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Submitting sitemap links to search engines like Google and Bing post-production ensures the CSB site is indexed for SEO. Let's break down the responsibility:
* Option B (Functional consultant or customer): Correct. After the CSB site goes live, either the functional consultant or the customer submits the sitemap (e.g., via Google Search Console or Bing Webmaster Tools). This is a post-implementation task typically handled by the party managing the site.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Once the CSB site is moved to production, it is the responsibility of the functional consultant or the customer to deliver the sitemap links to search engines such as Google and Bing to ensure proper indexing and SEO optimization."
* Reasoning: The sitemap (e.g., careers.company.com/sitemap.xml) is auto-generated by CSB. The consultant might assist during handover (e.g., in a training session), but the customer often takes ownership post-go-live using their own SEO tools. For example, a consultant might log into Google Search Console with the customer's credentials to submit it initially, then train them to manage updates.
* Practical Example: For "Best Run Corp," the consultant submits the sitemap on Day 1 post- launch, then the customer's marketing team monitors crawl status weekly.
* Option A (Consultant submits a request through the SAP Support Portal): Incorrect. The SAP Support Portal is for technical issues, not SEO tasks like sitemap submission.
* Option C (Professional Services): Incorrect. Professional Services handles broader implementations, not routine post-launch tasks

like this.
* Option D (Consultant submits a request through the SAP SuccessFactors HXM Cloud Operations Portal): Incorrect. The HXM Cloud Operations Portal is for system management, not search engine submissions.
: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (SEO and Post-Production Tasks).

NEW QUESTION # 33

What are some leading practices regarding the timing of the Advanced Analytics implementation? Note: There are 2 correct answers to this question.

- A. Implement Advanced Analytics immediately following the Career Site Builder site go-live.
- B. The steps to implement Advanced Analytics must be completed over two or more days.
- C. The fields the customer wishes to report on do NOT need to be considered until the Advanced Analytics implementation has begun.
- D. Advanced Analytics can be implemented when the applicant status set is created.

Answer: A,D

NEW QUESTION # 34

What are some of the responsibilities of a functional consultant on a Career Site Builder (CSB) implementation? Note: There are 2 correct answers to this question.

- A. Build the customer's CSB site using custom plugins.
- B. Ensure that the job data supports the customer's recruiting strategy.
- C. Work with the customer to develop a job distribution strategy.
- D. Implement backlinks on the customer's corporate web site that link to their CSB site.

Answer: B,C

NEW QUESTION # 35

Manage Languages in Admin Center must be used to change translated labels for which of the following that are accessed from Career Site Builder sites?

- A. Job alerts email template
- B. Create an Account page
- C. Data capture form
- D. Search bar

Answer: B

NEW QUESTION # 36

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 # 37

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