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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q31-Q36):

NEW QUESTION # 31

Which of the following statements apply regarding the use of custom fonts? Note: There are 2 correct answers to this question.

- A. The customer must own the font license to use them on their Career Site.
- B. The maximum size limit for custom fonts is LOOMB.
- C. If the font is NOT compatible with Career Site Builder, it may appear as Times New Roman.
- D. The file must be an .otf type.

Answer: A,C

NEW QUESTION # 32

What are the recommended actions to be completed before the Career Site Builder (CSB) kickoff call? Note: There are 2 correct answers to this question.

- A. Assist the customer to complete the Readiness Checklist.
- B. Finish the CSB Configuration Workbook.
- C. Review the statement of work (SOW).
- D. Develop the CSB project plan.

Answer: A,C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The CSB kickoff call sets the implementation stage, requiring pre-call preparation to ensure alignment. Let's explore the recommended actions:

* Option C (Assist the customer to complete the Readiness Checklist): Correct. The Readiness Checklist confirms prerequisites (e.g., provisioning access, branding assets, domain setup) are met.

* SAP Documentation Excerpt: From the Implementation Handbook: "Before the CSB kickoff call, the consultant should assist the customer in completing the Readiness Checklist to verify that all foundational elements, such as system access and branding materials, are prepared."

* Reasoning: Without assets like a logo or confirmation of careers.bestrun.com provisioning, the call can't proceed effectively. The consultant reviews the checklist (e.g., Admin Center > Readiness) with the customer, ensuring items like "SSL Certificate Ready" are checked.

* Practical Example: For "Best Run," the consultant helps the customer confirm provisioning on January 10, 2025, before the January 15 kickoff.

* Option D (Review the statement of work (SOW)): Correct. The SOW defines scope, deliverables, and timelines, ensuring all parties are aligned.

* SAP Documentation Excerpt: From the Implementation Handbook: "Reviewing the statement of work prior to the CSB kickoff call is recommended to align expectations on deliverables, timelines, and responsibilities between the consultant and customer."

* Reasoning: Reviewing the SOW (e.g., confirming 20 Category pages, one XML feed) avoids mid-project scope creep. The consultant annotates the document, highlighting key points for discussion.

* Practical Example: For "Best Run," the consultant reviews the SOW on January 12, noting the go-live date of March 1, 2025.

* Option A (Finish the CSB Configuration Workbook): Incorrect. The workbook is populated post-kickoff with requirements gathered during the call.

* Option B (Develop the CSB project plan): Incorrect. The project plan is drafted after the kickoff, based on discussed needs.

: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Handbook (Pre-Kickoff Preparation).

NEW QUESTION # 33

Which of the following options from SAP SuccessFactors Recruiting can customers use to automate job delivery? Note: There are 2 correct answers to this question.

- A. Automated standard XML feeds and scheduled job scraping
- B. Automated Recruiting Posting and scheduled job scraping
- C. Automated standard XML feeds and Recruiting Posting
- D. Automated standard XML feeds and custom XML feeds

Answer: C,D

NEW QUESTION # 34

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

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

Answer: B,C,D

NEW QUESTION # 35

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

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

Answer: B,C,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Localization in CSB involves translating site content for different locales:

* Option B (The customer translated HTML tags and tokens in the locale columns of the configuration workbook): Correct.

Translating tags/tokens (e.g., <p>, {jobTitle}) corrupts the workbook, delaying processing as they must remain untranslated.

* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "HTML tags and tokens in the configuration workbook must not be translated; translating these elements will cause errors and delay the localization process."

* Option C (The customer has NOT approved the default locale): Correct. The default locale (e.g., en_US) must be approved first, as it's the baseline for translations, causing delays if pending.

* SAP Documentation Excerpt: From the Localization Guide: "Approval of the default locale is required before additional locales can be processed, as it serves as the reference point for all translations."

* Option E (The consultant did NOT include all of the text for the default locale in the configuration workbook): Correct. Missing default text prevents complete translation, stalling the process.

* SAP Documentation Excerpt: From the Localization Guide: "The consultant must ensure all text for the default locale is included in the configuration workbook; omissions will delay the localization timeline."

* Option A (Google Translate did NOT contain all of the terms): Incorrect. Google Translate isn't an official SAP tool for CSB localization; delays stem from process errors, not external tools.

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

NEW QUESTION # 36

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