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SAP C-THR84-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">Job Delivery: 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.
Topic 2	<ul style="list-style-type: none">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	<ul style="list-style-type: none">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	<ul style="list-style-type: none">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 5	<ul style="list-style-type: none"> 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.
Topic 6	<ul style="list-style-type: none"> 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 7	<ul style="list-style-type: none"> 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 8	<ul style="list-style-type: none"> 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q55-Q60):

NEW QUESTION # 55

Which of the following candidate registration and authentication options are available with the SAP Customer Data Cloud configuration? Note: There are 3 correct answers to this question.

- A. SSL Authentication
- B. Password-less Authentication
- C. Registration with SMS
- D. Registration with SFTP
- E. Multi-Factor Authentication

Answer: B,C,E

NEW QUESTION # 56

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: Engineering Jobs, Sales Jobs, Human Resources Jobs, and more
Note: There are 2 correct answers to this question.

- A. When a user opens the home page for 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. 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.

Answer: C,D

NEW QUESTION # 57

For sites with multiple brands, what elements can you configure to differentiate them on a Career Site Builder site? Note: There are 2 correct answers to this question.

- A. Content and category pages
- **B. Data capture forms and locales**
- C. Cookie Consent Manager and JavaScript
- **D. Colors and images**

Answer: B,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Multi-brand CSB sites allow differentiation to reflect distinct brand identities:

- * Option A (Colors and images): Correct. CSB's Global Styles and Brand Configuration let you customize colors (e.g., palette) and images (e.g., logos, banners) per brand, ensuring visual distinction.
- * Option B (Data capture forms and locales): Correct. You can tailor data capture forms (e.g., fields, branding) and locales (e.g., language, region) per brand, enhancing candidate targeting and compliance.
- * Option C (Content and category pages): Incorrect as a primary differentiator. While configurable, these are more about site structure than brand distinction, applying across brands unless explicitly branded.

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

NEW QUESTION # 58

You have created a data capture form for your customer and now are configuring the Recruiting Email Notification template and Recruiting email trigger for candidates who complete the form. Which trigger will you enable for this purpose?

- **A. Data Capture Form Submitted - Welcome and Set Password Email**
- B. Career Site E-Mail Notification
- C. Welcome/Thanks for Creating Account
- D. Recruiting Manual Candidate Creation Notification

Answer: A

NEW QUESTION # 59

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. SSL certificates must be installed for both the stage and production CSB environments.
- **C. Using CSB, customers and consultants can manage the entire SSL certificate renewal process without assistance from Product Support.**
- D. The implementation consultant begins the SSL certificate process as soon as the site is moved to production.
- **E. Rather than setting up a certificate specifically for the CSB subdomain, use of a wildcard certificate is recommended.**

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 # 60

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