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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q18-Q23):

NEW QUESTION # 18
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. Implement backlinks on the customer's corporate web site that link to their CSB site.
- B. Work with the customer to develop a job distribution strategy.
- C. Ensure that the job data supports the customer's recruiting strategy.
- D. Build the customer's CSB site using custom plugins.

Answer: B,C

Explanation:
Comprehensive and Detailed In-Depth Explanation:A functional consultant's role in a CSB implementation focuses on strategy and configuration:
* Option B (Work with the customer to develop a job distribution strategy): Correct. Consultants collaborate with customers to align job distribution (e.g., via XML feeds, Recruiting Posting) with recruitment goals.
* SAP Documentation Excerpt: From theImplementation Handbook: "The functional consultant is responsible for working with the customer to define a job distribution strategy, ensuring that job postings are effectively delivered to target sources using Career Site Builder and Recruiting Marketing tools."
* Option C (Ensure that the job data supports the customer's recruiting strategy): Correct.
Consultants configure job fields and mappings to reflect strategic priorities (e.g., key roles, locations).
* SAP Documentation Excerpt: From theImplementation Handbook: "A key responsibility of the functional consultant is to ensure that job data, including requisition fields and mappings, supports the customer's recruiting strategy within the CSB implementation."
* Option A (Build the customer's CSB site using custom plugins): Incorrect. Custom plugins are technical enhancements outside a functional consultant's typical scope; CSB uses standard tools.
* Option D (Implement backlinks on the customer's corporate web site): Incorrect. This is a customer or web developer task, not a consultant's responsibility.SAP's defined consultant roles support B and C.
References: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Handbook (Consultant Responsibilities).

NEW QUESTION # 19
How is defaulted/system text, such as text on the search bar, translated or changed on a Career Site Builder site? Note: There are 3 correct answers to this question.

- A. System text translations can be changed from Career Site Builder > Tools > Translations.
- B. System text translations are exported from the Stage site and imported to Production separately from other site imports and exports.
- C. System text translations are made from Career Site Builder > Global Settings.
- D. System text translations are only possible for the site's default language.
- E. System text is translated when the locale is enabled.

Answer: A,B,E

Explanation:
Comprehensive and Detailed In-Depth Explanation:Defaulted/system text (e.g., "Search Jobs" on the search bar) in Career Site Builder (CSB) is managed separately from customer-specific content, requiring specific translation methods. Let's analyze:
* Option A (System text translations are exported from the Stage site and imported to Production separately): Correct. This controlled process ensures system text consistency across environments.
* SAP Documentation Excerpt: From theCareer Site Builder Localization Guide: "System text translations are exported from the Stage environment as an XML file and imported into Production separately from other site imports, allowing precise management of default text across environments."
* Reasoning: In CSB > Tools > Export, export Stage's system text (e.g., "Rechercher des emplois" for fr_FR), edit in a tool like Notepad++, then import to Production via CSB > Tools > Import.
This avoids content overwrite.
* Practical Example: For "Best Run," exporting Stage's fr_FR "Search" and importing to Production updates careers.bestrun.com.
* Option B (System text is translated when the locale is enabled): Correct. Enabling a locale applies SAP's default translations automatically.
* SAP Documentation Excerpt: From theCareer Site Builder Localization Guide: "When a new locale is enabled in CSB, system text

such as search bar labels is automatically translated based on SAP's standard translations for that language."
* Reasoning: Enabling fr_FR in CSB > Settings > Locales changes "Search Jobs" to "Rechercher des emplois" using SAP's library, though custom tweaks may follow.
* Practical Example: Adding es_ES translates "Apply" to "Solicitar" instantly.
* Option C (System text translations can be changed from Career Site Builder > Tools > Translations): Correct. This tool allows manual overrides of system text.
* SAP Documentation Excerpt: From theCareer Site Builder Administration Guide:
"Administrators can modify system text translations directly in CSB > Tools > Translations, overriding default translations for elements like the search bar or buttons."
* Reasoning: Changing "Search Jobs" to "Find Your Role" in en_US for branding is done here, editable per locale.
* Practical Example: "Best Run" adjusts "Submit" to "Send Application" in fr_FR.
* Option D: Incorrect. Translations apply to all enabled locales, not just the default.
* Option E: Incorrect. Global Settings manage design, not text translations.
* Why A, B, C: These cover the full lifecycle of system text translation, per SAP's process. SAP's localization process supports A, B, C.References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Localization Guide.

NEW QUESTION # 20
Which of the following apply to the candidate's search experience when the Google Map integration and the Unified Data model are enabled? Note: There are 2 correct answers to this question.

- A. Administrators can customize the color of the list and map icons.
- B. Candidates will only see the map view of their search results.
- C. Candidates can toggle between a list view and a map view of their search results.
- D. Administrators CANNOT customize the Google map component outside of Career Site Builder settings.

Answer: A,C

Explanation:
Comprehensive and Detailed In-Depth Explanation:When Google Map integration and the Unified Data Model (UDM) are enabled in SAP SuccessFactors Career Site Builder (CSB), they enhance the candidate search experience by leveraging location data. Let's break this down:
* Option A (Candidates can toggle between a list view and a map view of their search results):
Correct. The Google Map integration allows candidates to visualize job locations on a map alongside a traditional list view.
Candidates can switch between these views via a toggle feature on the CSB search results page, improving usability.
* SAP Documentation Excerpt: From theCareer Site Builder Administration Guide: "When Google Maps integration is enabled with the Unified Data Model, candidates can view job search results in both a list format and an interactive map. A toggle option is provided on the search results page to switch between these views, enhancing the candidate experience by providing geographic context."
* Option C (Administrators can customize the color of the list and map icons): Correct. CSB allows administrators to adjust the styling of icons (e.g., map pins, list markers) via theGlobal StylesorSearch Configurationsettings, ensuring alignment with brand identity.
* SAP Documentation Excerpt: From theUnified Data Model Configuration Guide:
"Administrators can customize the appearance of search result elements, including the color of icons displayed in both list and map views, through Career Site Builder's styling options to maintain brand consistency."
* Option B (Administrators CANNOT customize the Google map component outside of Career Site Builder settings): Incorrect.
While customization is primarily done within CSB, advanced configurations (e.g., API key settings) can be managed outside CSB in provisioning or integration settings, making this statement false.
* Option D (Candidates will only see the map view of their search results): Incorrect. The toggle functionality ensures candidates aren't restricted to a map-only view; they can opt for the list view as well.SAP's focus on flexibility and branding in the candidate search experience supports A and C.
References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Search Experience); Unified Data Model Configuration Guide (Google Maps Integration).

NEW QUESTION # 21
Site Setup
Which of the following quick links are available in Command Center? Note: There are 3 correct answers to this question.

- A. Delete Jobs

- B. Recruiting Advanced Analytics
- C. Career Site
- D. API Credentials
- E. Career Site Builder

Answer: C,D,E

Explanation:
The Command Center is a central location where you can access various features and settings related to your Career Site Builder site. The quick links are shortcuts to the most commonly used functions, such as editing your site, managing your API credentials, or viewing your career site. The quick links available in Command Center are:
Career Site: This link opens your career site in a new tab, where you can see how it looks to candidates and test its functionality.
API Credentials: This link takes you to the API Credentials page, where you can generate, view, and revoke your API keys for integrating with external systems or services, such as job boards, CRM platforms, or analytics tools.
Career Site Builder: This link takes you to the Career Site Builder page, where you can edit your site settings, pages, components, styles, and content. You can also preview, publish, or revert your changes from here.
Recruiting Advanced Analytics and Delete Jobs are not quick links in Command Center, but they are available in other sections of the Admin Center. Recruiting Advanced Analytics is a reporting tool that allows you to measure and optimize your recruiting performance and candidate experience. Delete Jobs is a function that allows you to permanently remove jobs from your system, either individually or in bulk. Reference: 1, 2, 3

NEW QUESTION # 22
You would like to add a Skills Cloud component in Career Site Builder, so that job skills are displayed in the form of a word cloud. In which of the following pages can you configure the skills cloud component?

- A. Home Page
- B. Job Page
- C. Category Page
- D. Landing Page

Answer: B

Explanation:
Comprehensive and Detailed In-Depth Explanation:The Skills Cloud component visually displays job skills as a word cloud, enhancing candidate understanding of role requirements. Let's determine the appropriate page:
* Option D (Job Page): Correct. The Skills Cloud is configured on the Job Page, where individual job details are presented.
* SAP Documentation Excerpt: FromtheCareer Site Builder Administration Guide: "The Skills Cloud component can be added to the Job Page in Career Site Builder, displaying a word cloud of skills pulled from the job requisition to highlight key competencies for that role."
* Reasoning: On careers.bestrun.com/job/123 (a Job Page), the Skills Cloud might show "Java, SQL, Teamwork" sized by relevance, derived from the requisition's skills field via the Unified Data Model (UDM). This placement provides context for a specific job.
* Practical Example: For a "Software Engineer" job at "Best Run," the cloud emphasizes
"Python" (large) and "Agile" (smaller), configured in CSB > Job Layouts > Add Component, tested in a sandbox.
* Option A (Landing Page): Incorrect. Landing Pages focus on campaigns or forms (e.g., a hiring event page), not individual job skill displays.
* Option B (Category Page): Incorrect. Category Pages list multiple jobs (e.g., "Sales Jobs"), not detailed skill clouds for a single role.
* Option C (Home Page): Incorrect. The Home Page highlights featured jobs or branding, not specific skill visualizations.
* Why D: The Job Page is the logical placement for role-specific visuals, per SAP's component design.
SAP's Skills Cloud documentation supports D.References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Skills Cloud).

NEW QUESTION # 23
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