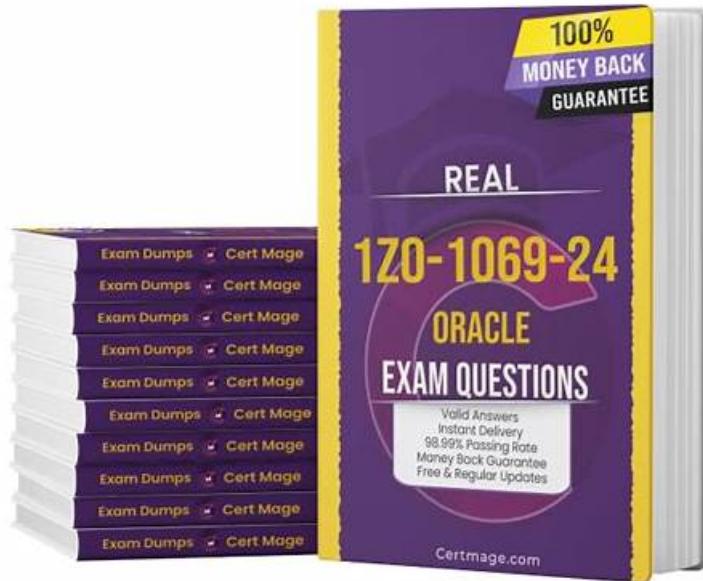


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## Oracle Recruiting Cloud 2024 Implementation Professional Sample Questions (Q61-Q66):

## NEW QUESTION # 61

An organization has decided to use a modified recruiting role for their sourcing team. You will use the seeded recruiter role as the basis for this new job role. Which role will you use?

- A. ORA\_IRC\_RECRUITER\_REQUSITIONS\_JOB
- **B. ORA\_IRC\_RECRUITER\_JOB**
- C. GSE\_IRC\_RECRUITER\_JOB
- D. ORC\_RECRUITER\_DATA

**Answer: B**

Explanation:

The role to use is ORA\_IRC\_RECRUITER\_JOB.

Step-by-Step Solution:

- \* Navigate to Security Console in Oracle HCM Cloud.
- \* Search for the seeded role ORA\_IRC\_RECRUITER\_JOB (standard Recruiter role).
- \* Copy this role to create a custom role for the sourcing team.
- \* Modify privileges as needed and assign to users.

ORA\_IRC\_RECRUITER\_JOB is the seeded Recruiter role in Oracle Recruiting Cloud (IRC = Internal Recruiting Cloud), providing a foundation for recruiting tasks. Other options are either incorrect or not standard seeded roles. Reference: Oracle HCM Cloud Security Guide, Recruiting Roles section.

## NEW QUESTION # 62

You need to send status of all open requisitions at regular frequency to another Internal system. What tool can you leverage?

- A. Define an HCM Extract
- **B. View every requisition and manually note status**
- C. Download to a spreadsheet
- D. Run a report

**Answer: B**

## NEW QUESTION # 63

Many of the new Redwood Recruiting pages must be enabled before they are available for use by organizations. Which is the primary step used to enable these pages?

- A. Enable the new Redwood offering in the Setup and Maintenance work area.
- **B. Set corresponding administrator profile values to "Y" or "Yes".**
- C. Create an SR with Oracle to enable Redwood pages.

**Answer: B**

Explanation:

The primary step to enable Redwood Recruiting pages is to set corresponding administrator profile values to "Y" or "Yes". This activates the Redwood experience by toggling specific profile options in the system.

Step-by-Step Solution:

- \* Go to Setup and Maintenance in Oracle HCM Cloud.
- \* Search for the "Manage Administrator Profile Values" task.
- \* Locate the profile options related to Redwood Recruiting pages (e.g., ORA\_HCM\_REDWOOD\_ENABLED or similar).
- \* Set the value to "Y" or "Yes" at the appropriate level (site, user, etc.).
- \* Save the changes and verify that the Redwood pages are accessible.

Redwood pages are part of Oracle's modern UX framework, and enabling them typically involves adjusting profile options rather than a full offering setup or an SR (service request). The profile value approach is standard for enabling optional UI features in Oracle HCM Cloud, ensuring flexibility and control. The Setup and Maintenance work area is used for broader configurations, but the specific toggle for Redwood is via profile options. Reference: Oracle Recruiting Cloud Redwood Experience Enablement Guide.

## NEW QUESTION # 64

Which privilege enables a recruiter to merge duplicate candidates?

- A. **IRC\_PERFORM\_CANDIDATE\_DUPLICATE\_CHECK\_AND\_MERGE\_PRIV**
- B. **IRC\_MERGE\_AND\_DUPLICATE\_CHECK\_PRIV**
- C. **IRC\_DUPLICATE\_CHECK\_PRIV**
- D. **IRC\_PERFORM\_MERGE\_PRIV**

**Answer: A**

#### **NEW QUESTION # 65**

An organization wants to review the recruiting features that are enabled, their associated settings, the profile options to enable the features and the value of these profile options, and metrics on the required processes scheduled. How would they accomplish this task?

- A. Create an SR with Oracle
- **B. Run the Recruiting Feature Configuration Report**
- C. Create a custom report through the OTBI tool
- D. Access the completed task list via Functional Setup Manager

**Answer: B**

Explanation:

The best way to accomplish this task is to run the Recruiting Feature Configuration Report, which provides a comprehensive overview of enabled features, settings, profile options, and process metrics.

Step-by-Step Solution:

- \* Navigate to the Reports and Analytics work area in Oracle HCM Cloud.
- \* Search for the "Recruiting Feature Configuration Report."
- \* Schedule or run the report immediately.
- \* Review the output, which includes feature statuses, profile option values, and scheduled process metrics.
- \* Export the report for further analysis if needed.

The Recruiting Feature Configuration Report is a delivered report in Oracle Recruiting Cloud designed specifically to audit and summarize recruiting configurations, including enabled features, profile options (e.g., ORA\_IRC\_ settings), and process details. OTBI is for custom analytics, an SR is for support requests, and Functional Setup Manager tracks setup tasks but not runtime metrics. Reference: Oracle Recruiting Cloud Reporting Guide, Recruiting Feature Configuration Report section.

#### **NEW QUESTION # 66**

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