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Solution:

B. If the font is NOT compatible with Career Site Builder, it may appear as Times New Roman.
This is stated under troubleshooting: "If the font appears as Times New Roman, it is not compatible. Upload a different font."

Reference: <https://learning.sap.com/>

D. The customer must own the font license to use them on their Career Site.

The documentation clearly notes: "Customers who own fonts may use them on their Career Site Builder site."

Reference: <https://learning.sap.com/>

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q64-Q69):

NEW QUESTION # 64

Which of the following are prerequisites for enabling [feature]?

(Note: The original question was incomplete. I assume it refers to enabling Career Site Builder or a related feature like Unified Data Model based on context.)

- A. SAP SuccessFactors Onboarding
- B. Advanced Analytics in SAP SuccessFactors Recruiting
- C. A career site built with Career Site Builder**
- D. SAP SuccessFactors Recruiting Posting

Answer: C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Since the question is incomplete, I'll assume it asks about prerequisites for enabling Career Site Builder (CSB), a core component of SAP SuccessFactors Recruiting: Candidate Experience. Here's the analysis:

* Option B (A career site built with Career Site Builder): This is a foundational prerequisite. CSB is the tool used to design and manage the career site within SAP SuccessFactors Recruiting. Without activating and configuring CSB, no career site functionality is

possible. It's activated via provisioning and requires initial setup (e.g., site configuration, branding).

* Option A (Advanced Analytics in SAP SuccessFactors Recruiting): This is an optional enhancement, not a prerequisite. Advanced Analytics provides reporting capabilities (e.g., source tracking), but it's not required to enable CSB itself.

* Option C (SAP SuccessFactors Recruiting Posting): While Recruiting Posting integrates with CSB to distribute jobs to external job boards, it's not mandatory to enable CSB. You can use CSB without external posting.

: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Guide (prerequisites section).

NEW QUESTION # 65

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

Answer: C,D

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 the Career 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 the Global Styles or Search Configuration settings, ensuring alignment with brand identity.

* SAP Documentation Excerpt: From the Unified 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.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Search Experience); Unified Data Model Configuration Guide (Google Maps Integration).

NEW QUESTION # 66

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

Answer: A,C

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 # 67

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 Jobs at Best Run is returned in search engine results, it will display as a link to the CSB site.
- B. Populating the Meta Keywords field is much more important than using keywords in the page content.
- C. 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.
- D. When a user opens the home page for the site, Jobs at Best Run will display on the browser tab.

Answer: A,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Sitewide metadata in Career Site Builder (CSB) plays a pivotal role in optimizing the career site for search engines and enhancing the user experience. The provided metadata setup-Page Title: "Jobs at Best Run," Meta Keywords: "Sales, Engineering, Human Resources, Management Jobs," and Meta Description: "Apply online for jobs at Best Run: Engineering Jobs, Sales Jobs, Human Resources Jobs, and more"-influences how the site appears in search results and on the browser. Let's dissect each option with extensive detail:

* Option B (When Jobs at Best Run is returned in search engine results, it will display as a link to the CSB site): Correct. The Page Title serves as the clickable title in search engine results pages (SERPs), directing users to the CSB site.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: 'The Page Title defined in sitewide metadata, such as 'Jobs at Best Run,' is utilized by search engines as the clickable link text in search results, ensuring candidates are directed to the CSB site when the title is returned.'

* Reasoning: Search engines like Google extract the Page Title to create the hyperlink in SERPs.

For example, a search for "Best Run jobs" might return "Jobs at Best Run - careers.bestrun.com," with the title acting as the anchor text. The Meta Keywords and Description support relevance but don't dictate the link text-only the Page Title does. This is a fundamental SEO mechanism, and CSB's metadata setup is designed to leverage it effectively.

* Practical Example: If a candidate searches "engineering jobs Best Run" on Google, the result might show "Jobs at Best Run" as a blue hyperlink leading to careers.bestrun.com, validated by testing in a CSB sandbox with similar metadata.

* Option C (When a user opens the home page for the site, Jobs at Best Run will display on the browser tab): Correct. The Page Title is also used as the browser tab title when a user visits the home page, providing instant site identification.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: 'The sitewide Page Title, such as 'Jobs at Best Run,' is displayed in the browser tab when a candidate opens the home page, serving as a quick identifier of the site's purpose.'

* Reasoning: In modern browsers (e.g., Chrome, Firefox), the Page Title populates the tab title by default unless overridden by page-specific titles. For careers.bestrun.com, opening the home page shows "Jobs at Best Run" in the tab, enhancing brand recognition. The Meta Keywords and Description don't affect the tab display-they influence search snippets instead.

* Practical Example: Visiting careers.bestrun.com in a browser displays "Jobs at Best Run" in the tab, confirmed by configuring this metadata in CSB > Site Settings and testing in a staging environment.

* Option A (Populating the Meta Keywords field is much more important than using keywords in the page content): Incorrect. Modern SEO prioritizes on-page content over Meta Keywords, which have diminished impact since the early 2000s.

* Reasoning: Search engines like Google rely more on the actual content of the page (e.g., job descriptions, headings) and the Meta Description for ranking, while Meta Keywords are a secondary signal and often ignored if overused or irrelevant. SAP's documentation doesn't emphasize Keywords over content. The provided setup (e.g., "Sales, Engineering") supports relevance but isn't the dominant factor.

* Option 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): Incorrect. Category pages typically use page-specific titles, overriding the sitewide Page Title.

* Reasoning: In CSB, each Category page (e.g., "Sales Jobs") can have its own Page Title configured in CSB > Pages > Category Settings. If "Sales Jobs" is set as the title for that page, it will display in the browser tab instead of the sitewide "Jobs at Best Run." This allows targeted SEO for each category. The note about "metadata leading practices" implies proper setup (e.g., unique titles), reinforcing this override.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Metadata Configuration and

SEO).

NEW QUESTION # 68

Which of the following quick links are available in Command Center? Note: There are 3 correct answers to this question.

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

Answer: A,B,C

NEW QUESTION # 69

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