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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 (Q32-Q37):

NEW QUESTION # 32
If Advanced Analytics was NOT implemented immediately after your customer's Career Site Builder (CSB) site went live, what actions will you need to take? Note: There are 3 correct answers to this question.

- A. Determine when the CSB site went live by generating a date-based report.
- B. Backload the previous data by running Get Data One Time.
- C. Perform a Job Patch to correctly filter the data sent to Advanced Analytics.
- D. Map to ATS Capture statuses that are no longer in use.
- E. Determine when the CSB site went live by running the App Status Audit Trail Report.

Answer: B,D,E

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Advanced Analytics (AA) provides recruitment insights, but if not implemented at CSB go-live, retroactive setup is required to capture historical data. Let's break it down:

* Option A (Determine when the CSB site went live by running the App Status Audit Trail Report):
Correct. This report establishes the go-live date, crucial for defining the data range to backload.
* SAP Documentation Excerpt: From the Advanced Analytics Guide: "To establish the starting point for data capture when Advanced Analytics is implemented post-CSB go-live, run the App Status Audit Trail Report to determine the exact date the site became active in production."
* Reasoning: Without knowing when careers.bestrun.com went live (e.g., January 15, 2025), you can't sync prior data. The report, accessed via Admin Center > Reporting, logs events like "CSB Production Activation."
* Practical Example: For "Best Run," running this on March 10, 2025, reveals "01/15/2025," setting the backload start.
* Option B (Map to ATS Capture statuses that are no longer in use): Correct. Legacy statuses ensure historical data integrity in AA reports.
* SAP Documentation Excerpt: From the Advanced Analytics Guide: "When implementing Advanced Analytics after CSB go-live, map to ATS Capture statuses, including those no longer in use, to accurately reflect historical candidate pipeline data in reports."
* Reasoning: If "Interviewed" was retired in 2024 but used then, mapping it to "Interview Scheduled" in Admin Center > Advanced Analytics Configuration captures past candidates.
* Practical Example: "Best Run" maps "Old Offer" to "Offer Extended" for January data.
* Option C (Backload the previous data by running Get Data One Time): Correct. This imports historical data post-go-live into AA.
* SAP Documentation Excerpt: From the Advanced Analytics Guide: "To include data from before Advanced Analytics was enabled, run the 'Get Data One Time' process in Command Center to backload historical recruiting data into the analytics platform."
* Reasoning: Without backloading, AA starts blank, missing metrics like hires from January to March 2025. This runs in Command Center > Data Management.
* Practical Example: "Best Run" runs this on March 10, syncing January 15-March 9 data.
* Option D: Incorrect. No "date-based report" exists for this; the Audit Trail (A) is the tool.
* Option E: Incorrect. Job Patch adjusts job data, not AA historical sync.

NEW QUESTION # 33
Which elements need to be checked after a Career Site Builder site is moved from stage to production?

* A. Site URLs
* B. External redirects open in the same browser tab
* C. CSB Role Based Permissions
* D. Advanced Analytics

Answer: A

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Post-move validation ensures the Career Site Builder (CSB) site functions correctly in the production environment. Let's identify the critical element to check:
* Option D (Site URLs): Correct. Verifying URLs (e.g., careers.company.com) ensures proper routing, accessibility, and DNS resolution after the move from stage to production.
* SAP Documentation Excerpt: From the Implementation Handbook: "After moving the CSB site from stage to production, check the site URLs to confirm they resolve correctly to the production environment and that all pages are accessible to candidates."
* Reasoning: A misconfigured URL (e.g., staging.company.com lingering due to an incomplete DNS update) could block candidate access. Testing involves opening careers.bestrun.com in a browser, pinging the domain, and ensuring it loads the production site (e.g., checking for the correct SSL certificate and content). This step is part of SAP's post-deployment checklist to confirm the site is live and functional.
* Practical Example: For "Best Run Corp," the consultant visits careers.bestrun.com post-move on March 5, 2025, and confirms it displays production jobs, not stage data.
* Option A (External redirects open in the same browser tab): Incorrect. Redirect behavior (e.g., new tab vs. same tab) is a design choice configured pre-move and doesn't require post-move validation unless specifically altered.
* Option B (Advanced Analytics): Incorrect. Advanced Analytics is validated separately post- implementation, not as a direct result of the site move.
* Option C (CSB Role Based Permissions): Incorrect. Permissions are set and tested in stage, not rechecked post-move unless a specific issue arises.
: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Handbook (Post-Production Validation).

NEW QUESTION # 34
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. Build the customer's CSB site using custom plugins.
- B. Implement backlinks on the customer's corporate web site that link to their CSB site.
- C. Ensure that the job data supports the customer's recruiting strategy.
- D. Work with the customer to develop a job distribution strategy.

Answer: C,D

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 the Implementation 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 the Implementation 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.
: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Handbook (Consultant Responsibilities).

NEW QUESTION # 35
What happens if a candidate is navigating the Career Site Builder site and clicks to access a branded page that has NOT been built?

- A. The home page for that brand will display.
- B. An error message will be displayed.
- C. A message will display asking the candidate to select a brand.
- D. The page for the default brand will display.

Answer: D

Explanation:
Comprehensive and Detailed In-Depth Explanation:
In a multi-brand CSB site, each brand has configured pages (e.g., home, category). If a branded page isn't built:
* Option C (The page for the default brand will display): Correct. CSB is designed to fall back to the default brand's page (typically the primary brand) when a specific branded page is missing. This ensures a seamless candidate experience without dead ends.
* Option A (An error message will be displayed): Incorrect. CSB avoids error messages in favor of fallback mechanisms to maintain user engagement.
* Option B (The home page for that brand will display): Incorrect. If the page hasn't been built, no brand-specific home page exists to display.
: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Multi- Brand Configuration).

NEW QUESTION # 36
What are the options for enabling the ?Hear more about career opportunities? flag (also called ?Consent to Marketing") on the candidate profile so that a candidate receives email campaigns? Note: There are 3 correct answers to this question.

- A. The candidate updates the setting for ?Hear more about career opportunities" from their candidate profile.
- B. An Initial Consent email campaign is sent, and if the candidate clicks the opt-in link, the ?Hear more about career opportunities? option is enabled.
- C. The candidate selects ?Hear more about career opportunities" when creating an account.
- D. A back-end script is run to update all candidates? settings for ?Hear more about career opportunities?.
- E. A recruiter updates the setting for ?Hear more about career opportunities? from the candidate's profile.

Answer: A,B,C

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