

# SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience cexamkiller practice dumps & C\_THR84\_2505 test training reviews



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## SAP C\_THR84\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>Candidate Relationship Management: This section of the exam evaluates the knowledge of Implementation Specialists in configuring and managing Candidate Relationship Management features, including campaigns, talent pools, and engagement workflows to support proactive recruiting strategies.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>Move to Production: This section of the exam evaluates the skills of SAP Consultants in finalizing configuration and deploying the completed site from the staging environment to production, ensuring readiness and quality assurance prior to go-live.</li></ul>
Topic 5	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 6	<ul style="list-style-type: none"><li>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.</li></ul>

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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q16-Q21):

#### NEW QUESTION # 16

You have enabled and created a branded email layout for your customer. When can this custom email layout be used? Note: There are 2 correct answers to this question.

- A. When sending an email associated with an applicant status
- B. When sending an email from the Candidate Search page
- C. When sending an email associated with a Recruiting email trigger
- D. When sending an email from the Applicant Workbench

**Answer: A,C**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

In SAP SuccessFactors Recruiting: Candidate Experience, a branded email layout enhances candidate communication with consistent company branding. The custom layout applies to specific email scenarios:

- \* Option B (When sending an email associated with an applicant status): Correct. Emails tied to applicant status changes (e.g., "Application Received," "Interview Scheduled") can use the branded layout when configured in E-Mail Notification Templates Settings. This is a common use case for candidate-facing communications in Recruiting Management.
- \* Option D (When sending an email associated with a Recruiting email trigger): Correct. Recruiting email triggers (e.g., "Data Capture Form Submitted - Welcome and Set Password Email") are configured to notify candidates based on specific actions. These emails, set up in Recruiting Email Triggers, can leverage the branded layout for consistency.
- \* Option A (When sending an email from the Applicant Workbench): Incorrect. The Applicant Workbench is an internal tool for recruiters to manage candidates, and emails sent from here typically use ad-hoc or manual templates, not the branded layout designed for automated candidate communication.

: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Email Configuration Guide; Career Site Builder Administration Guide.

#### NEW QUESTION # 17

What must you consider when configuring custom headers in Career Site Builder?

- A. If a custom header is configured, then all of the headers on the career site must be custom
- B. The Logo component is required.
- C. Each component in a custom header must be configured on a separate row.
- D. The Sign-In and Language component is required.

**Answer: D**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Custom headers in Career Site Builder (CSB) allow branding and navigation customization, but certain considerations ensure functionality and compliance. Let's evaluate:

- \* Option C (The Sign-In and Language component is required): Correct. This component enables candidates to log in and switch languages, a mandatory feature for a usable site.
- \* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "When configuring custom headers in CSB, the

Sign-In and Language component is required to provide candidates with access to their profiles and language options, ensuring a functional and inclusive site."

\* Reasoning: Without Sign-In (for returning candidates) and Language (for multi-locale sites like careers.bestrun.com/en or /fr), the header lacks core functionality. For "Best Run," this appears as

"Sign In | EN | FR" in the top right, configured in CSB > Headers > Add Component.

\* Practical Example: In a custom header for "Best Run," adding this component ensures a French candidate can switch to fr\_FR, tested in a staging environment.

\* Option A (The Logo component is required): Incorrect. A logo is recommended for branding but optional; a text-based header (e.g., "Best Run Jobs") is acceptable.

\* Option B (Each component must be on a separate row): Incorrect. Components (e.g., logo, navigation) can share rows for flexible design, set in CSB > Headers > Layout.

\* Option D (All headers must be custom): Incorrect. Custom headers can coexist with default headers on other pages, offering design flexibility.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Header Configuration).

## NEW QUESTION # 18

Who delivers the sitemap links to Google and Bing after the Career Site Builder site has been moved to Production?

- A. Professional Services
- B. Functional consultant or customer
- C. Consultant submits a request through the SAP SuccessFactors HXM Cloud Operations Portal
- D. Consultant submits a request through the SAP Support Portal

**Answer: B**

## NEW QUESTION # 19

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. Work with the customer to develop a job distribution strategy.
- C. Implement backlinks on the customer's corporate web site that link to their CSB site.
- D. Ensure that the job data supports the customer's recruiting strategy.

**Answer: B,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 # 20

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

- A. CSB Role Based Permissions
- B. Site URLs

- C. External redirects open in the same browser tab
- D. Advanced Analytics

**Answer: B**

## NEW QUESTION # 21

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