

## SAP.C\_THR84\_2505.v2026-02-09.q39

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### NEW QUESTION: 1

What are the key elements configured on the Global Styles pages? Note: There are 3 correct answers to this question.

- A. Site banner
- B. Social share
- C. Headers
- D. Colors
- E. Footers

Answer: ([SHOW ANSWER](#))

### NEW QUESTION: 2

You have set up Real Time Job Sync. The sync is working, but NOT all of the jobs posted externally are displaying in the Career Site Builder site. What could be the cause of this failure? Note: There are 2 correct answers to this question.

- A. The recruiter did NOT include the job with Sync Recruiting Jobs.
- B. The recruiter does NOT have permissions for Career Site Builder.
- C. The recruiter did NOT include a country.
- D. The recruiter did NOT include a job description.

Answer: ([SHOW ANSWER](#))

### NEW QUESTION: 3

Where can you create links to hard-to-fill jobs on the Home page? Note: There are 2 correct answers to this question.

- A. Within the Featured Jobs component

- B. Within the content dropdown menu in the header
- C. Within the Top Job Searches link in the footer
- D. Within the category dropdown menu in the header

Answer: ([SHOW ANSWER](#))

#### NEW QUESTION: 4

Which of the following statements apply regarding the use of custom fonts? Note: There are 2 correct answers to this question.

**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/>

- A. The maximum size limit for custom fonts is LOOMB.
- B. The customer must own the font license to use them on their Career Site.
- C. The file must be an .otf type.
- D. If the font is NOT compatible with Career Site Builder, it may appear as Times New Roman.

Answer: ([SHOW ANSWER](#))

#### NEW QUESTION: 5

After enabling the Unified Data Model, why do fields need to be mapped in Setup Recruiting Marketing Job Field Mapping? Note: There are 3 correct answers to this question.

- A. To provide fields that online sources require for XML feeds
- B. To provide fields for filtering reports in Advanced Analytics
- C. To ensure that no more than five custom fields are required for Recruiting Marketing
- D. To support job posting to career sites built with Career Site Builder
- E. To support the use of job requisition fields in Career Site Builder

Answer: ([SHOW ANSWER](#))

#### NEW QUESTION: 6

What are some key features of a fully hosted Career Site Builder (CSB) site? Note: There are 2 correct answers to this question.

- A. When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to an applicant tracking system.

- B. When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to the CSB site.
- C. The customer maintains their own career site in addition to the CSB career site.
- D. All information regarding available jobs and additional information pertaining to employment are displayed in the CSB site.

**Answer: B,D ([LEAVE A REPLY](#))**

#### NEW QUESTION: 7

When choosing to use a standard URL for their career site with Career Site Builder, which of the following configuration options are available to customers? Note: There are 2 correct answers to this question.

**Solution:**

**Option C**

Customers provide a unique subdomain (e.g. the name of their company), and the remainder of the URL is the generic SAP framework (`jobs.hr.cloud.sap`). For example: `mycompany.jobs.hr.cloud.sap`

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

**Option D**

Since the URL is part of SAP's domain, SAP manages both the DNS and SSL certificates on behalf of the customer.

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

- A. Customers can choose a subdomain that is unique to their organization and the rest of the URL will be generic: `<subdomain>jobs.hr.cloud.sap`.
- B. Existing customers wishing to transition to a standard URL can maintain 2 active URLs for up to 12 months, 1 primary and 1 secondary, during the transition period.
- C. Customers can choose a subdomain and domain that is completely unique to their organization when using the standard URL for their career site.
- D. SAP maintain the DNS and SSL certificates on behalf of the customer, when using the standard URL.

**Answer: ([SHOW ANSWER](#))**

#### NEW QUESTION: 8

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

**Answer: ([SHOW ANSWER](#))**

**NEW QUESTION: 9**

Your customer wants to build three About Us pages on their Career Site Builder (CSB) site, in addition to a link that opens a page on their corporate site. What are the steps to configure the About Us links in the header? Note: There are 3 correct answers to this question.

- A. Create content type links in the header under About Us that link to the three internal pages.
- B. Create a list type link in the header named About Us.
- C. Create an external type link in the header under About Us that opens a new session and links to the page hosted on the customer's corporate site.
- D. Create category type links in the header under About Us that link to the three internal pages.
- E. Enable the About Us link in the header that is provided with all CSB sites.

Answer: ([SHOW ANSWER](#))

**NEW QUESTION: 10**

Sometimes there are more qualified candidates for a position than the company needs to hire. Your customer would like recruiters to consolidate these candidates for their critical positions in a central location. What do you recommend? Note: There are 2 correct answers to this question.

- A. Create talent pools and add qualified candidates who were NOT hired to the appropriate talent pools.
- B. Create a Content page on the career site and advise recruiters to direct candidates to learn more about what makes a candidate qualified.
- C. Create a field on the application view of the Applicant Workbench and select it for qualified candidates who were NOT hired.
- D. Create a specific applicant status such as "Silver Medalist" on the applicant status set and move qualified candidates who were NOT hired there.

Answer: ([SHOW ANSWER](#))

**NEW QUESTION: 11**

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

Answer: ([SHOW ANSWER](#))

**NEW QUESTION: 12**

What are some of the search engine optimization (SEO) leading practices achieved by creating a career site with Career Site Builder (CSB)? Note: There are 3 correct answers to this question.

- A. CSB supports creating Category pages to host jobs, which helps build SEO value more than specific job postings.

- B. The jobs posted to CSB sites are accessible to website crawlers.
- C. A new site map is created and delivered to Google and Bing weekly.
- D. CSB automatically populates hidden text on every page with the keywords provided in the metadata.
- E. CSB uses metadata to help ensure that jobs and pages are search engine-friendly.

**Answer:** ([SHOW ANSWER](#))

#### **NEW QUESTION: 13**

Your new customer will be implemented using the Unified Data Model and has specific requirements for their job layouts. Which of the following can be configured in the Custom Layouts Editor? Note: There are 3 correct answers to this question.

- A. Some layouts will have one column, some will have two columns, and some will have three columns.
- B. The Apply Now button should be present only at the bottom of the job page.
- C. The default layout can be used for specific jobs, even when the job matches the layout rules for a different job layout.
- D. Regardless of the number of columns used, the search bar must span across the top of all job pages.
- E. Different fields from the job requisition template can be used to define the layout rules for the different job layouts.

**Answer:** A,C,E ([LEAVE A REPLY](#))

#### **NEW QUESTION: 14**

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

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

**Answer:** ([SHOW ANSWER](#))

#### **NEW QUESTION: 15**

Where is the Job Alerts Email Template configured?

- A. E-Mail Notification Templates Settings
- B. Command Center
- C. Recruiting Email Triggers
- D. Career Site Builder

**Answer:** ([SHOW ANSWER](#))

#### **NEW QUESTION: 16**

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

Answer: ([SHOW ANSWER](#))

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#### NEW QUESTION: 17

What actions can you take in the Career Site Builder Functions Viewer?

- A. Create new functions.
- B. Delete existing functions.
- C. Copy existing functions.
- D. Modify existing functions.

Answer: ([SHOW ANSWER](#))

#### NEW QUESTION: 18

Assume that your customer owns a chain of retail stores. They require talent pools based on attributes of the stores, such as Goods Sold and Store Size. What are the steps to achieve this use case? Note: There are 2 correct answers to this question.

- A. Create custom generic objects for Goods Sold and Store Size.
- B. When naming the talent pool, list all of the attributes and their values.
- C. Edit the talent pool and select values for the additional attributes.
- D. Use the standard filter fields in SAP SuccessFactors HXM Suite to represent the attributes.

Answer: ([SHOW ANSWER](#))

#### NEW QUESTION: 19

Which of the following are included in a standard Recruiting statement of work? Note: There are 3 correct answers to this question.

- A. Enable Mobile Apply.
- B. Configure one job layout.
- C. Configure one custom XML feed.

- D. Configure 20 Category or Content pages.
- E. Configure one standard XML feed.

**Answer:** ([SHOW ANSWER](#))

#### **NEW QUESTION: 20**

For customers who enable the Unified Data Model, how can you define the scope of jobs that appear on category pages? Note: There are 3 correct answers to this question.

- A. Categories can be defined after mapping fields from Setup Recruiting Marketing Job Field Mapping.
- B. Categories can be defined using objects or picklists from the job requisition template.
- C. Categories can be defined using Keyword or Location.
- D. Categories can be defined using a maximum of one filter field.
- E. Categories can be defined by selecting multiple values for the fields.

**Answer:** ([SHOW ANSWER](#))

#### **NEW QUESTION: 21**

Assume that you have set up and run Recruiter Sync, but users do NOT appear in Career Site Builder under Users > Roles > Admin Users. What are some of the steps you can take to troubleshoot this issue? Note: There are 2 correct answers to this question.

- A. Check the Export Jobs to CSV log from Command Center.
- B. Check the Export Automated Process Logs from Command Center.
- C. Check the field mapping from Admin Center > Set Up Recruiting Marketing Job Field Mapping.
- D. Check that each user has a unique email address.

**Answer:** ([SHOW ANSWER](#))

#### **NEW QUESTION: 22**

What are some leading practices when creating a color palette for the Career Site Builder site? Note: There are 3 correct answers to this question.

- A. Add colors for all brands that will be needed for a multi-branded site.
- B. Add only the 20 most important colors for the customer's brand.
- C. Create colors using the color picker grid or by typing in the RGB or hex code.
- D. Use the opacity slide to lighten a color in your palette instead of creating a new color.
- E. Enter a label for each color in your customer's color palette.

**Answer:** ([SHOW ANSWER](#))

#### **NEW QUESTION: 23**

Which of the following candidate registration and authentication options are available with the SAP Customer Data Cloud configuration? Note: There are 3 correct answers to this question.

- A. SSL Authentication
- B. Multi-Factor Authentication
- C. Password-less Authentication

D. Registration with SFTP

E. Registration with SMS

**Answer:** ([SHOW ANSWER](#))

**NEW QUESTION: 24**

Which of the following options from SAP SuccessFactors Recruiting can customers use to automate job delivery? Note: There are 2 correct answers to this question.

A. Automated Recruiting Posting and scheduled job scraping

B. Automated standard XML feeds and scheduled job scraping

C. Automated standard XML feeds and Recruiting Posting

D. Automated standard XML feeds and custom XML feeds

**Answer:** ([SHOW ANSWER](#))

**NEW QUESTION: 25**

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. Perform a Job Patch to correctly filter the data sent to Advanced Analytics.

B. Determine when the CSB site went live by running the App Status Audit Trail Report.

C. Backload the previous data by running Get Data One Time.

D. Map to ATS Capture statuses that are no longer in use.

E. Determine when the CSB site went live by generating a date-based report.

**Answer:** ([SHOW ANSWER](#))

**NEW QUESTION: 26**

What are some conditions that will prevent you from moving the Career Site Builder (CSB) site from stage to production? Note: There are 3 correct answers to this question.

A. The SSL certificate has NOT yet been created.

B. You exported Site Settings from stage but did NOT update values in the XML file

C. The Job Alert Email Template has NOT been configured in the CSB stage environment.

D. SAP SuccessFactors has released code to preview, but NOT yet to production.

E. The site setup steps, such as configuring Real Time Job Sync, have NOT yet been done in production.

**Answer:** ([SHOW ANSWER](#))

**NEW QUESTION: 27**

Consultants can create standard or custom XML feeds to meet their customers' job distribution requirements. Which of the following are associated with a standard XML feed? Note: There are 2 correct answers to this question.

A. All of the customer's jobs are included in a standard XML feed.

B. Customers need to renew XML job feeds annually.

C. One standard XML feed is included in the statement of work for a standard recruiting implementation.

D. The leading practice is to push the delivery of XML feeds using the FTP Scheduler in Command Center.

Answer: ([SHOW ANSWER](#))

### NEW QUESTION: 28

Which of the following are prerequisites for enabling ?

Solution:

#### B. A career site built with Career Site Builder (CSB)

Advanced Analytics tracks pre-apply metrics from visits, applications started, etc., which requires a CSB-powered site.

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

#### C. SAP SuccessFactors Recruiting system with Recruiting Posting (the ATS-based job distribution)

You need the Recruiting ATS environment (with Recruiting Posting enabled) so that analytics can integrate job data end-to-end.



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

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

Answer: ([SHOW ANSWER](#))

### NEW QUESTION: 29

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

Answer: ([SHOW ANSWER](#))

### NEW QUESTION: 30

What are some leading practices regarding SSL certificates for Career Site Builder (CSB) sites? Note: There are 3 correct answers to this question.

- A. It is critical to prevent the SSL certificate from expiring so that candidates are NOT blocked from accessing the CSB site.
- B. Using CSB, customers and consultants can manage the entire SSL certificate renewal process without assistance from Product Support.
- C. The implementation consultant begins the SSL certificate process as soon as the site is moved to production.
- D. Rather than setting up a certificate specifically for the CSB subdomain, use of a wildcard certificate is recommended.
- E. SSL certificates must be installed for both the stage and production CSB environments.

**Answer: ([SHOW ANSWER](#))**

### **NEW QUESTION: 31**

When the Unified Data Model is enabled, which of the following options are available when configuring the search experience? Note: There are 3 correct answers to this question.

- A. Select fields from the job requisition template to display in individual drop-down menus on the search bar.
- B. Select fields from the job requisition template for the search results card and designate on which line of the card to display each.
- C. Configure a color or image for the search bar for each of your customer's brands.
- D. Configure options for the search results page and the job results cards for each of your customer's brands.
- E. Enable location-based searches on the search bar.

**Answer: ([SHOW ANSWER](#))**

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### **NEW QUESTION: 32**

Manage Languages in Admin Center must be used to change translated labels for which of the following that are accessed from Career Site Builder sites?

- A. Create an Account page
- B. Job alerts email template
- C. Search bar
- D. Data capture form

**Answer: ([SHOW ANSWER](#))**

**NEW QUESTION: 33**

In addition to their Career Site Builder (CSB) site, some customers also maintain career information on a site they host externally. The content of what type of page is most often hosted by a customer externally and linked with their CSB site?

- A. Category page
- B. Content page
- C. Landing page
- D. Map page

Answer: ([SHOW ANSWER](#))

**NEW QUESTION: 34**

Which are some leading practices when using a link on a career site? Note: There are 3 correct answers to this question.

- A. When a user clicks on the link, immediately display what the user expects to see.
- B. If blue text is used on the site, ensure that it's always used to represent links.
- C. All external links from the career site should open in the same browser window.
- D. Include multiple links to the customer's corporate site.
- E. Populate the title text for each link.

Answer: ([SHOW ANSWER](#))

**NEW QUESTION: 35**

Which of the following API types does SAP recommend to use to achieve clean core in Note: There are 2 correct answers to this question.

- A. OData
- B. RFC
- C. IDoc
- D. SOAP

Answer: ([SHOW ANSWER](#))

**NEW QUESTION: 36**

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. Populating the Meta Keywords field is much more important than using keywords in the page content.
- B. 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.

C. When a user opens the home page for the site, Jobs at Best Run will display on the browser tab.

D. When Jobs at Best Run is returned in search engine results, it will display as a link to the CSB site.

**Answer: ([SHOW ANSWER](#))**

#### **NEW QUESTION: 37**

What are some leading practices when creating Category pages? Note: There are 3 correct answers to this question.

A. Category pages use the same design layout to provide a consistent user experience.

B. Category pages do NOT contain jobs that appear on other Category pages.

C. Page titles should end with the word Jobs or Careers for better search engine optimization (SEO).

D. Category pages contain different headers and footers than the Home page.

E. Category pages host minimal content to allow candidates to find jobs quickly and easily.

**Answer: ([SHOW ANSWER](#))**

#### **NEW QUESTION: 38**

What are some SAP recommended guiding principles to achieve clean core operations. Note: There are 3 correct answers to this question.

A. Establish regular housekeeping tasks and procedures.

B. Establish release management.

C. Integrate clean core practices in the end-to-end value process chain.

D. Establish an organizational structure, technical foundation, and transformation met

E. Define roles and responsibilities as part of a process transformation office.

**Answer: ([SHOW ANSWER](#))**

#### **NEW QUESTION: 39**

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. A recruiter updates the setting for "Hear more about career opportunities" from the candidate's profile.

B. A back-end script is run to update all candidates' settings for "Hear more about career opportunities".

C. The candidate updates the setting for "Hear more about career opportunities" from their candidate profile.

D. 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.

E. The candidate selects "Hear more about career opportunities" when creating an account.

**Answer: ([SHOW ANSWER](#))**

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