

Built-In External Point Integrations

In this chapter, I will cover some external points of integration between the Recruiting Execution Suite (REC) and third-party applications. These integrations don't require a middleware or a big implementation. They usually can be achieved by adding a small piece of code to the existing XML code or enabling a switch in Provisioning or Admin Center.

Table 4.1 shows a list of built-in, external points of integration with Recruitment Management (commonly referred to as RCM) and Recruiting Marketing (commonly referred to as RMK). These integrations are between REC and Third Party vendors. (Note that I am using the term point of integration because REC integrates with one or minimal aspects of the external system. REC doesn't integrate with every functionality of the external vendor.)

Source	Target/External vendor	Type of integration
Recruitment Management	Jobvite	Social posting
Recruitment Management	LinkedIn	Apply with LinkedIn
Recruitment Management	DocuSign	Electronic signature
Recruiting Marketing	Multiposting	Job distribution
Recruiting Marketing	eQuest	Job distribution
Recruiting Marketing	Solique	Job distribution
Recruiting Marketing	LinkedIn	Apply with social
Recruiting Marketing	Facebook	Apply with Social
Recruiting Marketing	Xing	Apply with Social

Table 4.1 Available built-in, direct-point integrations in the SuccessFactors REC

Note: Provisioning and XML settings are done by SuccessFactors Professional Services or an Implementation Partner.

Any Admin Center-related configuration referred to in this chapter can be done by a recruiting administrator and/or an implementation partner with access to Admin Center.

4.1 Jobvite and SuccessFactors Recruitment Management

Jobvite is a global company that provides a Software-as-a-Service (SaaS) social recruiting platform, enabling companies to advertise jobs and manage the recruitment process. Its web-based service enables its clientele to create job invitations, known as Jobvites (<http://www.jobvite.com/>).

4.1.1 How this Integration Works

When the Jobvite and Recruitment Management integration is enabled, a recruiting user can:

- Click the Job Requisitions tab in Recruiting
- The job requisitions are listed in this tab. Mouse over any job requisition (in the Job Title column) or click the small folder-like icon to the right of any job name (Figure 4.1), and the available actions for the job are shown (Figure 4.2).

Job Title ↑	Req Id	Hiring Manager	Department	Location	Candidates	Progress	Requisition Status
Account Manager	902	Sid Markon	Sales (SALES)	Arlington, Virginia (US_DCM)	-		Sourcing
Administrative Assistant	653	Vic Stokes III	Sales	Dallas, TX	4		Interviewing
Compensation Analyst	601	Linda Lewis III	Talent Management	San Mateo, CA	-		Phone Screening
Cost Accountant	621	Janet James III	Finance	San Mateo, CA	2		Sourcing
Database Programmer	626	Jennifer Hedley	Technology	Boston, MA	4 (1 New)		Sourcing

Figure 4.1 The Job Requisitions dashboard

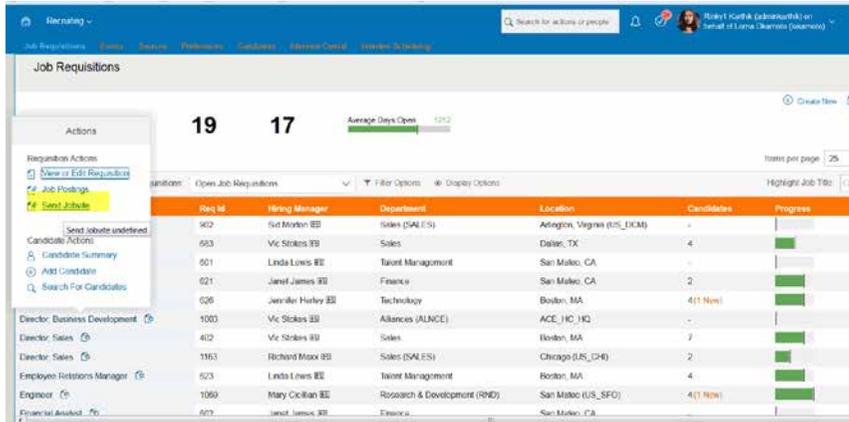


Figure 4.2 The Send Jobvite link appears when the integration is active

- Click the Send Jobvite link to send job openings to your connections via email. There are other job-posting options listed in the Actions pop-up window in Figure 4.2, as well as candidate actions.

Note: Either Jobvite or Recruiting Marketing can be used in the same SuccessFactors instance. However, both cannot be used together.

4.1.2 Prerequisites and Configuration

To enable Jobvite integration, the Enable Social Sourcing switch in Provisioning must be turned on (Figure 4.3). This must be enabled for your company to use Jobvite (<http://www.jobvite.com/>). Since it's a Provisioning switch, only SuccessFactors Professional Services or an Implementation Partner can turn it on.

DRM 2.0 Candidate Purge. Do not purge Candidate Profile if there are exis

Enable Social Sourcing

Jobvite

Recruiting Marketing

Enable Job Marketing

Enable Career Site Builder

Use RCM Account Management

Figure 4.3 Enable the social sourcing setting in Provisioning to enable Jobvite integration

4.2 LinkedIn and SuccessFactors Recruitment Management

The LinkedIn and Recruitment Management integration is a separate integration from the Social Apply integration with Recruiting Marketing. (Refer to chapter 3 for details about the Social Apply integration.) If a company has both Recruiting Marketing and Recruitment Management, they should implement the Social Apply solution (a submodule of Recruiting Marketing).

4.2.1 How this Integration Works

When candidates apply for a job, they can choose to apply either by entering their candidate profile data manually or by using LinkedIn to populate certain data values on their candidate profile. If they choose to use LinkedIn, the Social Apply functionality must be enabled.

4.2.1.1 Select Apply Using LinkedIn

In the Career Opportunities section, candidates can see all the available jobs. There are two ways to apply using LinkedIn:

- You can select Apply using LinkedIn from the Select Action list next to the job title (Figure 4.4) or click the job title and then select Apply using LinkedIn directly from the detailed job description page (Figure 4.5)

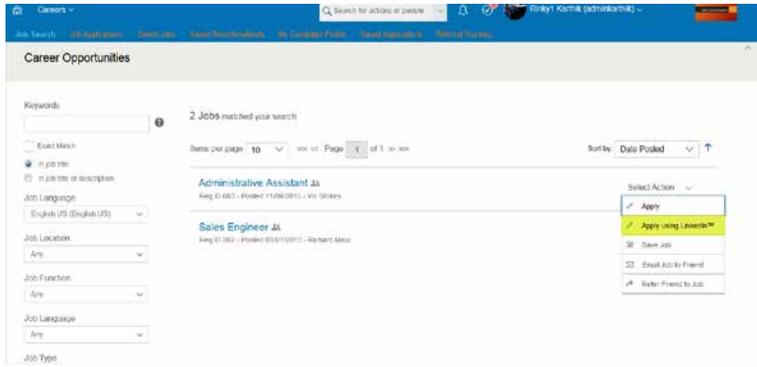


Figure 4.4 Career Opportunities page

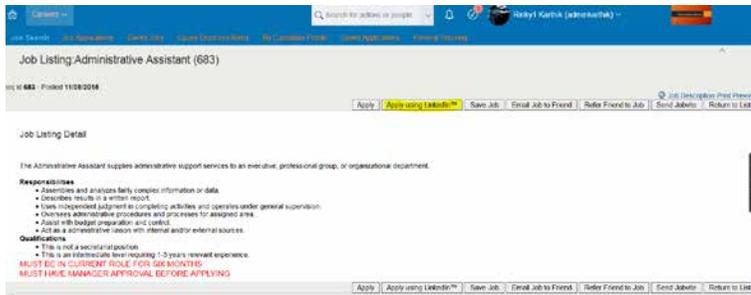


Figure 4.5 Detailed job description page

When you click the job requisition title (e.g., Administrative Assistant), a detailed job description page opens, as shown in Figure 4.5. Candidates can apply using LinkedIn from this page also. When Apply using LinkedIn is selected in either screen, the pop-up window in Figure 4.6 opens.

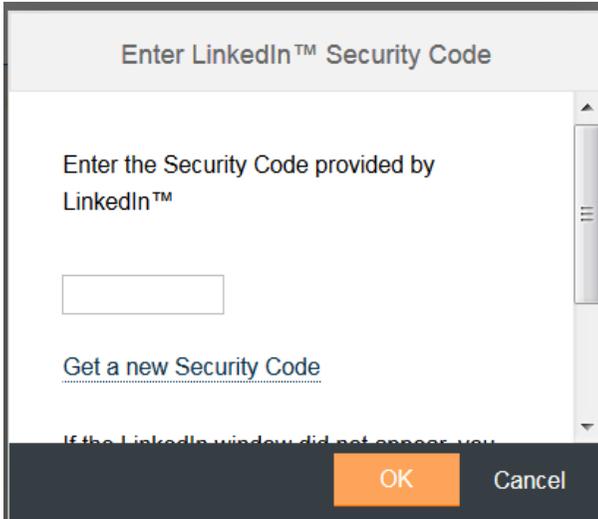


Figure 4.6 The LinkedIn security code pop-up window

4.2.1.2 Enter the LinkedIn Security Code

At the same time, a LinkedIn pop-up window opens, as shown in Figure 4.7, for the user to log in to LinkedIn to obtain the security code. In the pop-up in Figure 4.6, enter the security code provided by LinkedIn in Figure 4.8.

Tip! Pop-up blockers may interfere with LinkedIn's attempt to open a verification code window, and may need to be manually disabled.

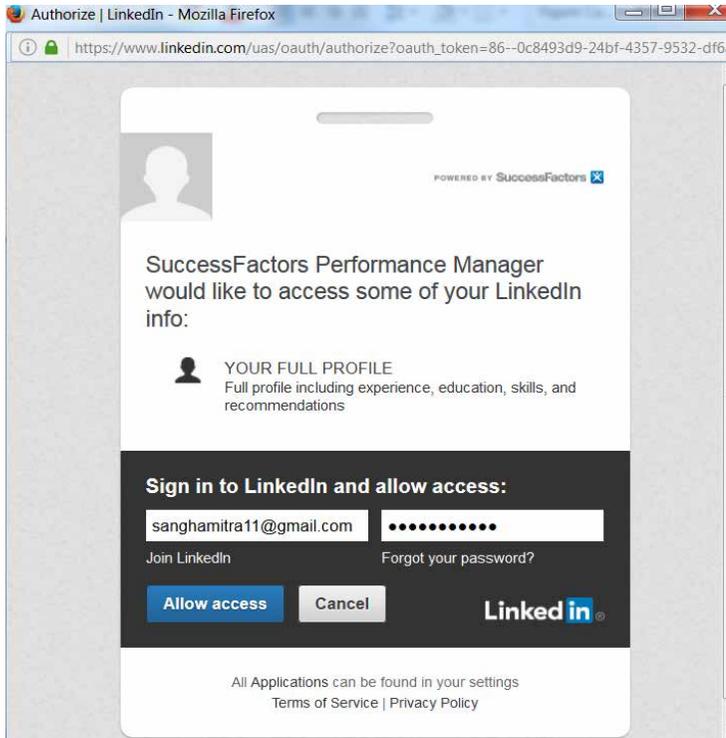


Figure 4.7 Grant the application LinkedIn access

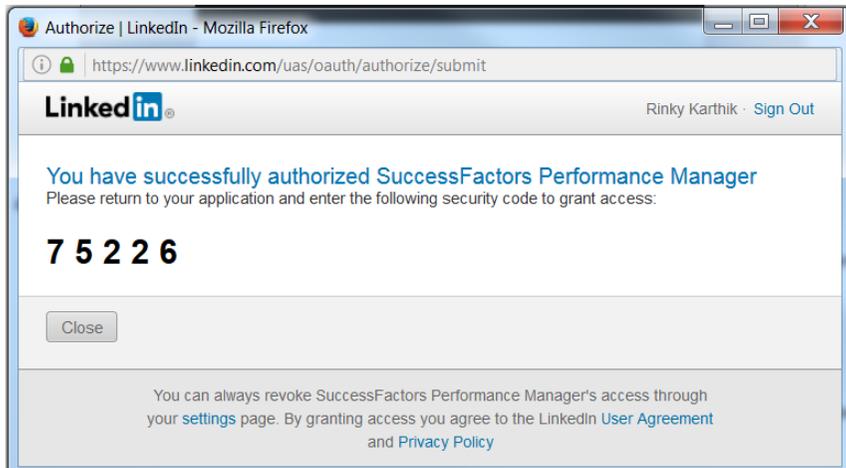


Figure 4.8 Get the LinkedIn security code

4.2.1.3 Connect to LinkedIn

Enter your log-in credentials and click the Allow Access button (Figure 4.7). This opens a new pop-up screen with the Security Code as shown in Figure 4.8.

Copy the security code and enter it in the designated field in the already opened pop-up window in Figure 4.6 and click the OK button.

This action opens the My Candidate Profile screen in Recruitment Management with the candidate profile data populated from LinkedIn, per the defined standardized field mapping as shown in Figures 4.9 and 4.10. Verify that the information is accurate and click the save icon on the top right to save your My Candidate Profile entries.

Rinky1 Karthik

Rinky1 Karthik
 Title: itelligence North America
 * Company: itelligence North America
 Phone: 9998887777
 * Email: rinky.karthik@live.com

[Rinky1 Karthik's Resume](#)
 Last Updated: 09/28/2016
 Your Cover Letter is not on file.
[Click here to attach your Cover Letter](#)

Previous Employment [+ Add Another](#) Documents

itelligence North America There are no it
 Project Manager HCM -SuccessFactors
 10 months
 03/16 - Present

Figure 4.9 The My Candidate Profile screen populated with data from LinkedIn

My Candidate Profile

Rinky1 Karthik

Previous Employment [+ Add Another](#) Documents

itelligence North America There are no fees in this section.
 Project Manager HCM -SuccessFactors
 10 months
 03/16 - Present

Details

* Company Name* itelligence North America
 * Title* Project Manager HCM -S
 * From Date 03/16/2016
 * End Date MM/DD/YYYY
 Present Employer Yes
 * Type of Business Consulting Services

* Address:
 * City Alberta
 State / Province: No Selection
 * Zip / Postal Code:
 Country* United States
 Evening Phone:

[Next](#)

Figure 4.10 Continuation of the My Candidate Profile screen populated with LinkedIn data

This completes the integration scenario. Candidates can now continue through the application process and apply for jobs.

4.2.2 Quick Facts

Here are some quick facts about this integration:

- This LinkedIn integration can only be used as part of the apply process; it is not possible to use LinkedIn to populate a My Candidate Profile if the candidate is not presently applying for a job.
- Integration can only be initiated and authorized by candidates, not recruiting users
- Integration can only occur on a case-by-case basis; the candidate's authorization is not used to maintain a dynamic link to the LinkedIn data.
- Not all available LinkedIn fields need to be mapped; companies may choose to use only some of the available LinkedIn fields
- LinkedIn integration is supported for both internal (i.e., existing employees) and external candidates

4.2.3 Prerequisites

LinkedIn integration requires initial setup by SuccessFactors Professional Services or an Implementation partner. The following switches in Provisioning need to be enabled:

- Provisioning > Company Settings > Enabled Job Search UI
- Provisioning > Company Settings > Complete Profile before Application

4.2.4 Configuration Steps

Once the necessary prerequisites are enabled in Provisioning, the next step is to map fields in LinkedIn to fields in Recruitment Management to define where the values from certain LinkedIn fields should be placed in the SuccessFactors Recruitment Management My Candidate Profile. Follow menu path Admin Center > Recruiting > Manage Recruiting Standardized Mapping.

In Figure 4.11 the values on the left, in bold, are the values available from LinkedIn. The field boxes on the right are dropdowns from which you can select the fields you configured in the My Candidate Profile in the XML template in Recruitment Management (discussed in chapter 3).

Figure 4.11 Configuration of standardized mapping

Tip! There are some limitations in this mapping. For example, you cannot map a field that is defined as Text to a value that LinkedIn sends over as a Date. Therefore, before mapping, it is important to verify how a certain field types are defined in the My Candidate Profile XML template in Recruitment Management versus how it is defined in LinkedIn.

Only the following fields are supported in the LinkedIn integration:

Basic information:

- firstName
- lastName
- address
- dateOfBirth
- cellPhone

Work information:

- currentTitle
- currentCompany
- employer
- jobTitle
- presentEmployer
- employmentStartDate
- employmentEndDate
- jobDescription

Education:

- nameofSchool
- degreeObtained
- fieldOfStudy
- startDate
- lastDate

4.3 DocuSign and SuccessFactors Recruitment Management

DocuSign (www.docusign.com) is a San Francisco- and Seattle-based company that provides electronic-signature technology and digital-transaction management services for facilitating electronic exchanges of contracts and signed documents (e.g., eSignatures).

DocuSign integration with SuccessFactors Recruitment Management enables the Online Offer functionality with eSignature capability.

4.3.1 How this Integration Works

Here is a step-by-step description of how this process works.

4.3.1.1 Create an Offer Letter with eSignature

Recruiting users with the appropriate role-based permissions can create an offer letter from the application record toolbar for candidates in the Offer status in the Talent Pipeline (as shown in Figure 4.12).

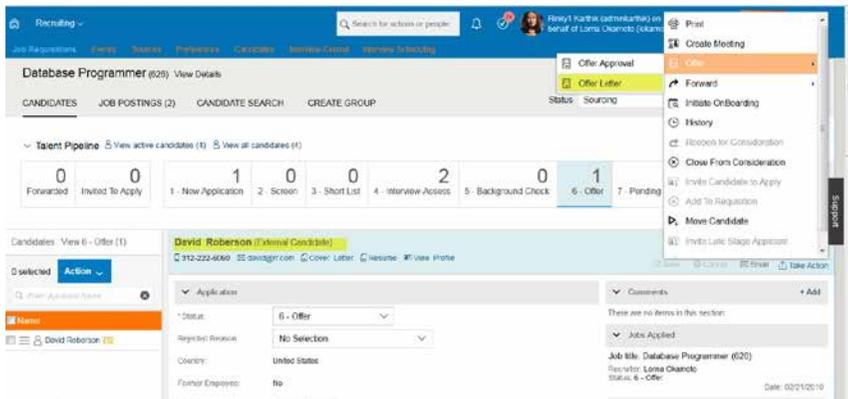


Figure 4.12 Recruiting users can create an Offer Letter for a candidate

When the Online Offer with eSignature functionality is configured, recruiting users can select the Online Offer with eSignature option as the required mode for the candidate to respond, as shown in Figure 4.13.

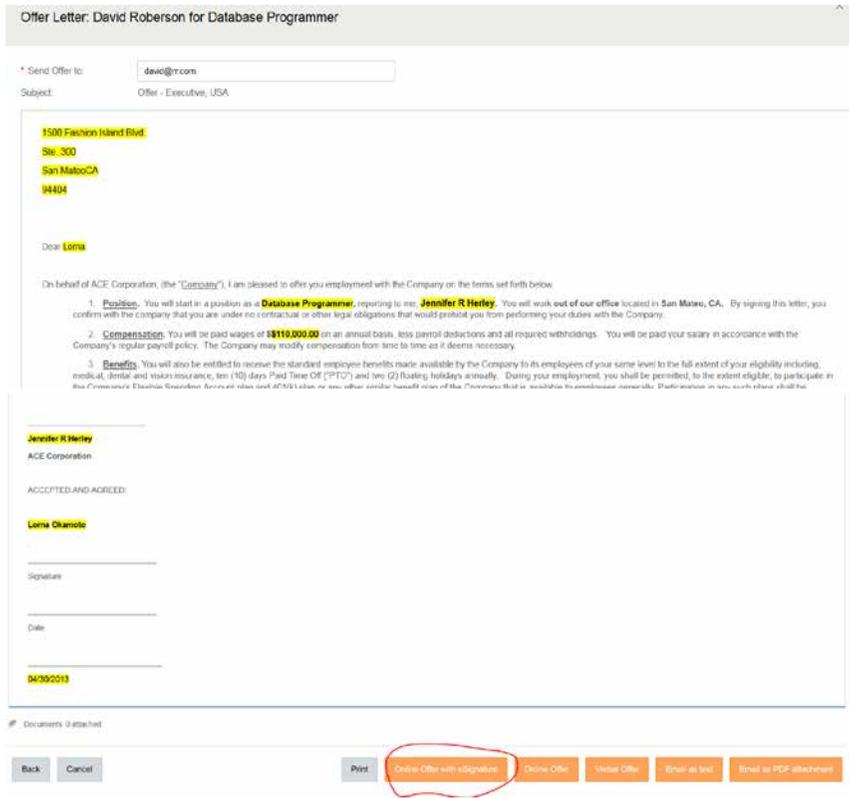


Figure 4.13 Select the Online Offer with eSignature button in the offer letter

4.3.1.2 Send an Offer Letter with eSignature Using DocuSign

Selecting the Online Offer with eSignature option triggers DocuSign to display an iFrame in SuccessFactors Recruiting, as shown in Figures 4.14 and 4.15 (these are screenprints of different parts of one screen). Additional ad-hoc signers can be added at this point in the To field. These signers do not receive an email or workflow to sign within the SuccessFactors Recruitment Management module, but the email notification goes directly in their DocuSign accounts.

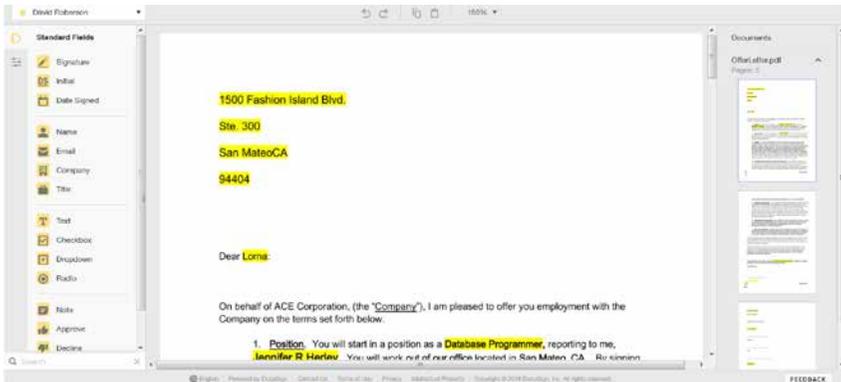


Figure 4.14 The DocuSign pop-up window opens in SuccessFactors Recruitment Management

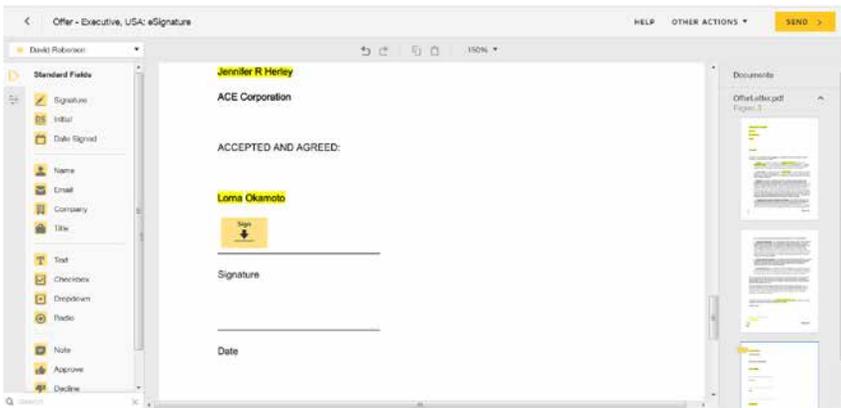


Figure 4.15 Continuation of the DocuSign pop-up window that opens in SuccessFactors Recruitment Management

Tip! If the recruiting user attempts to create an offer for a candidate with an offer pending for another job at the same company, the user sees a warning.

Click the Send button in Figure 4.15 to send the candidate an email with the offer letter. The recruiter user will see a success message that the email was sent to the candidate, as shown in Figure 4.16.



Figure 4.16 Offer letter success pop-up message

4.3.1.3 Track eSignature Details in the Offer Letter Portlet

After the offer letter is sent, recruiting users with proper permissions can see an entry in the Offer Letter drop-down options in the Offer Letter portlet, as shown in Figure 4.17.

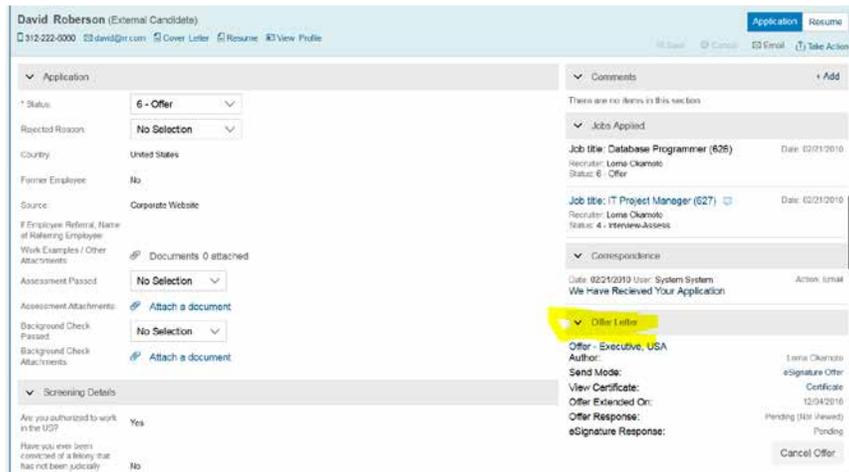


Figure 4.17 Offer Letter portlet showing details of the offer

The Offer Letter portlet fields related to the eSignature as shown in Figure 4.17 are:

- Offer: Details about the job offer—job title and location
- Author: The name of the recruiter responsible for sending the offer letter

- **Send Mode:** Includes a link so that the candidate can view the offer letter in DocuSign
- **View Certificate:** Includes a link to view the DocuSign certificate of the audit history of the signing process
- **Offer Extended On:** The date on which the online offer was sent
- **Candidate Response:** The available values for this field are as follows:
 - Accepted
 - Declined
 - Expired (displays when an offer has expired because a new online offer was created)
 - Canceled
- **Candidate Responded On:** Date on which the candidate responded to the offer
- **eSignature response:** The available values for this field are as follows:
 - Pending with Candidate
 - Declined by Candidate
 - Declined (implies additional user added, not candidate)
 - Completed
 - Expired (eSignature has expired because a new online offer was created)
 - Canceled

4.3.1.4 Candidate View: Receives an Offer Letter with eSignature

- After the recruiting user sends the offer letter with the eSignature request, the candidate receives an email from DocuSign requesting an eSignature
- The candidate clicks the View Documents button (link) in the email (Figure 4.18). They are redirected to the sign-in page for the Internal (employee) or External (candidate) Career Site in SuccessFactors Recruitment Management, based on the candidate type.

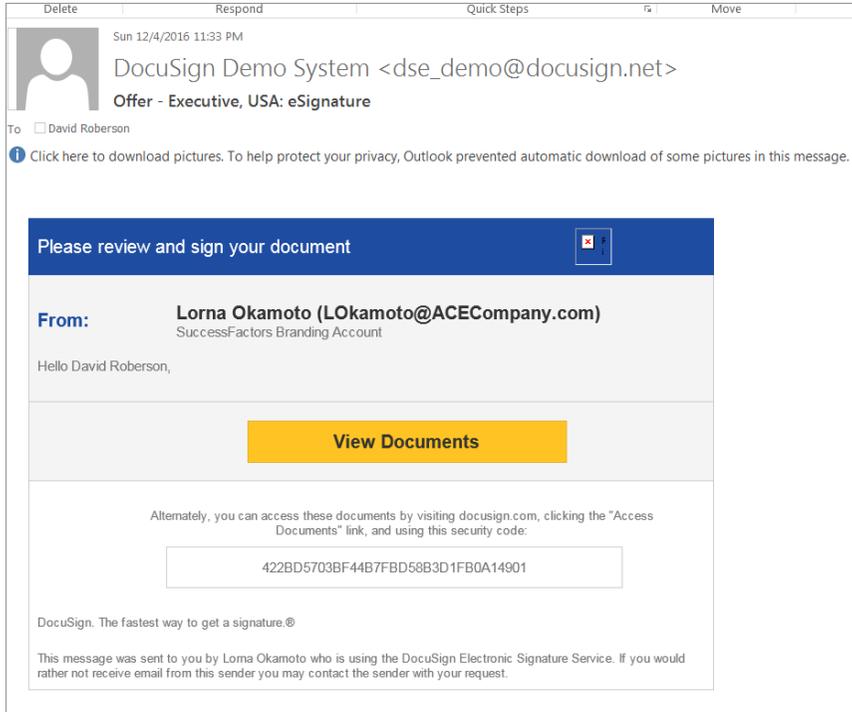


Figure 4.18 Candidate receives an email to view and sign offer letter using eSignature

4.3.1.5 *Candidate View: Signs and Accepts the Offer Letter with eSignature*

After the candidate signs into the career site, he or she sees the detailed offer letter in the MY OFFERS tab in SuccessFactors Recruitment Management with the options to Accept & eSign, Decline Offer, or Email Recruiter (Figure 4.19).

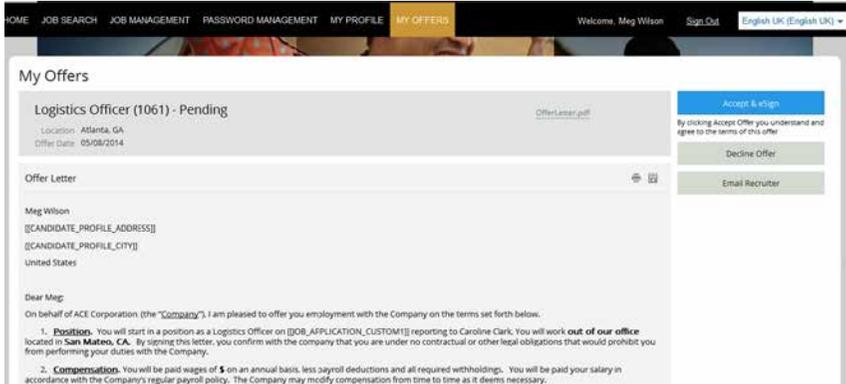


Figure 4.19 Candidate view of detailed offer letter in SuccessFactors Recruitment Management

Note: I have used a different candidate example in Figure 4.19 that already has an eSignature offer letter.

4.3.1.6 Candidate View: Accept & eSign the Offer Letter with eSignature

When the candidate clicks the Accept & eSign option, the DocuSign pop-up screen displays as shown in Figure 4.20.

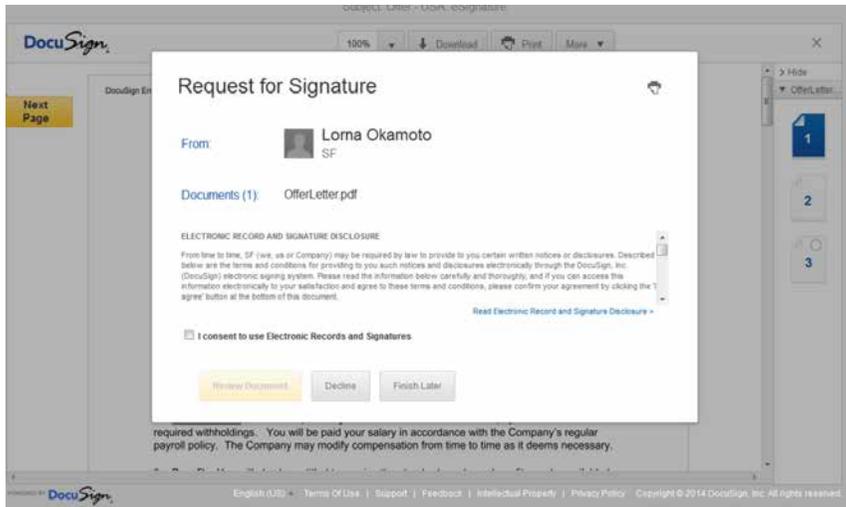


Figure 4.20 DocuSign pop-up screen for the candidate

The candidate can review the disclosure statement (which is configurable by companies in the DocuSign Admin). The candidate has three options:

- **Review Document.** With this option, the candidate can review the document, eSign the offer letter, and proceed with accepting the offer
- **Decline. Decline the offer.** If this option is chosen, a status of Declined by Candidate is sent to the recruiting user and shows up in the in SuccessFactors Offer Letter portlet in Figure 4.17 (in the Offer Response field under Offer Letter).
- **Finish Later.** This option takes the candidate back to their MY OFFERS tab, and they can choose one of the other two options later.

When candidates click the Review Document option, they see a screen as shown in Figure 4.21, where they can select their eSignature style.

Adopt Your Signature

Confirm your name, initials and signature.

Full Name: Initials:

[Select Style](#) [Draw](#)

Preview

DocuSigned by:
Meg Wilson
E1D35FC6C0EC4FB...

DS
MW

[Change Style](#)

By clicking the button below, I agree that the signature and initials I have selected above will be the electronic representation of my signature and initials for all purposes when I (or my agent) use them on documents, including legally binding contracts - just the same as a pen-and-paper signature or initial.

[Adopt and Sign](#) [Cancel](#)

Figure 4.21 Candidate picks the signature style and electronically signs the offer letter

Once the eSignature is selected, they click the Adopt and Sign button to complete their job acceptance. A status of Accepted will be sent to the recruiter and the Offer Letter portlet is automatically updated. This completes the eSignature process.

4.3.2 Quick Facts

Here are some quick facts about this integration:

- DocuSign refers to transactions as envelopes, which is equal to the offer letters (or the act of sending an offer letter) in SuccessFactors.
- The Online Offer with eSignature functionality follows existing Online Offer functionality. For example, if a new online offer with eSignature is created, but an existing offer is pending, the new offer expires the existing offer as well as expiring the eSignature request.

4.3.3 Prerequisites

- Configure Online Offer in Provisioning must be enabled.
- The company must have a DocuSign account and contract.
- For new DocuSign clients: Contact *mailto:sales_successfactors@docusign.com*. Indicate that you are a SAP SuccessFactors Recruiting customer and would like to sign up for a new account. Provide a system administrator email and password to DocuSign. This admin user can update DocuSign account preferences and is the primary account for the integration
- For existing DocuSign clients: Use the account ID provided by DocuSign along with the system administrator email and password in SAP SuccessFactors.
- Recruiting users have eSignature Sender Permission.

4.3.4 Configuration Steps

The recruiting administrator takes the following steps.

- Follow menu path Admin Center > Manage Recruiting Settings > Offer Letter > Enable electronic signature for offer letters.
- Check the Enable electronic signature for offer letters check box (Figure 4.22).
- Select the eSignature environment (demo or production) and provide the following information:
 - eSignature company account ID (from the DocuSign account)
 - eSignature administrator email address (from the DocuSign account)
 - eSignature administrator password (from the DocuSign account)
- Click the Save button to save the information

Offer Letter

Set date format to be displayed in Offer Letters Default e.g. 12/04/2016 ▼

Allow candidates to accept offers online

Enable electronic signature for offer letters ⓘ

Select eSignature environment No Selection ▼

eSignature Company Account Id

eSignature admin email address

eSignature admin password

Allow candidates to email job requisition operator

Select an operator who will receive emails from candidate Recruiter (recruiterName)

Figure 4.22 DocuSign configuration

Tip! DocuSign offers all new DocuSign clients a trial period for sending 100 offer letters with unlimited users. DocuSign also provides a demo instance for companies to test the functionality.

4.4 Social Apply with LinkedIn, Facebook, Xing, and SuccessFactors Recruiting Marketing

Social Apply is an integration feature between Recruitment Management and Recruiting Marketing that I covered in chapter 3 of this book. When the Social Apply functionality is enabled, candidates can apply for a job using their social-networking credentials, such as LinkedIn, Facebook, Xing, and so on, from the Recruiting Marketing job search page.

Note: Both SAP SuccessFactors Recruitment Management and Recruiting Marketing have features to enable and design the career Portal. However, if Recruiting Marketing is being implemented along with Recruitment Management, the Recruiting Marketing career portal is used. In a Recruitment Management-only implementation, the standard Recruitment Management career portal is used.

There is a lot of flexibility for designing a career portal with the Career Site Builder (CSB) functionality available in Recruiting Marketing. The career portal available with Recruitment Management is standard and has a very basic layout.

4.4.1 How this Integration Works

To explain the Social Apply integration with Recruiting Marketing, I am going to apply for a job (as a candidate) in SAP's career portal. SAP has upgraded its own career portal with the latest Recruiting Marketing module with all the integrations turned on.

4.4.1.1 *Apply for a Job in a Recruiting Marketing-Implemented Career Portal*

In this example, I am applying for a job in SAP's career portal at <https://jobs.sap.com/>. Click the job title (e.g., Solution Marketing Expert Job) from the list of available jobs (as shown in Figure 4.23).

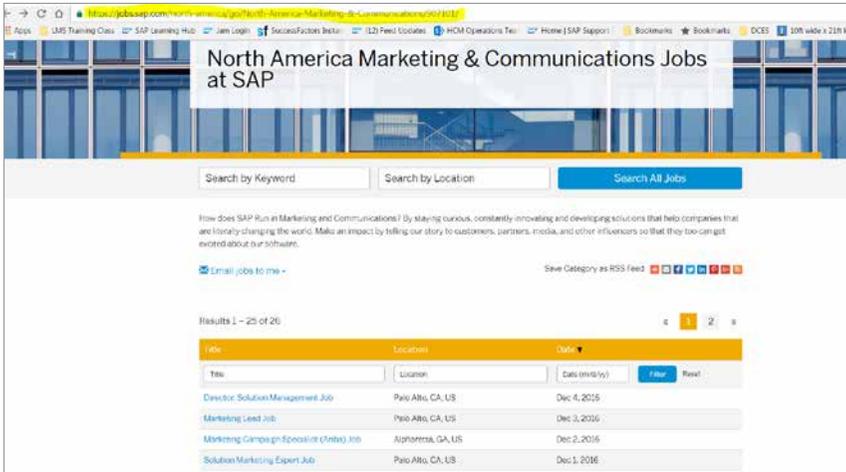


Figure 4.23 Career page of SAP jobs

The detailed job description displays as shown in Figure 4.24.

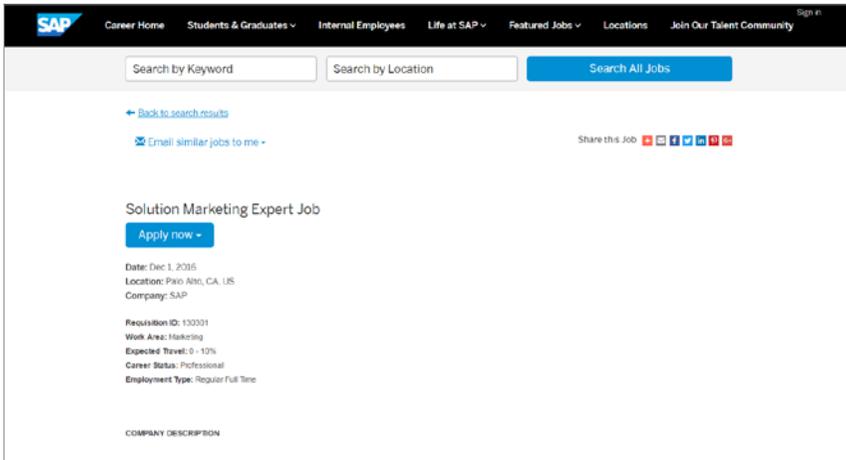


Figure 4.24 The detailed job-description page

After Social Apply is configured and integration is enabled, when a candidate clicks the Apply now button, three additional application options (LinkedIn, Facebook, and Xing) are offered as drop-down options, along with the Apply now option, as shown in Figure 4.25.

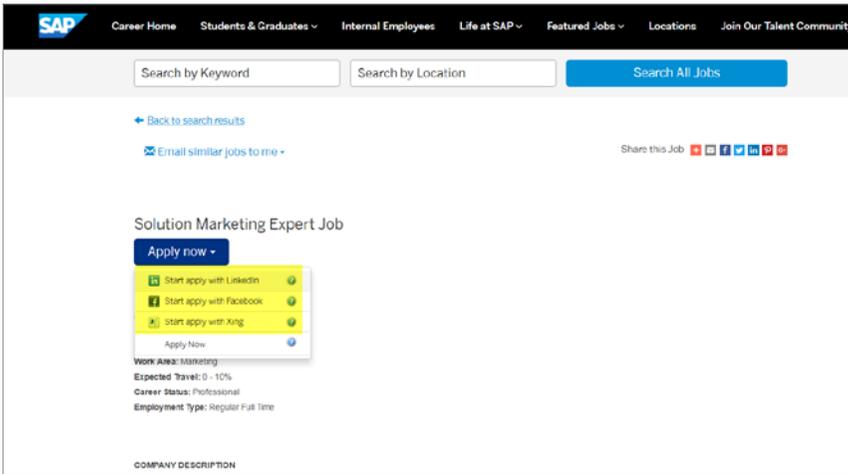


Figure 4.25 The four Apply Now drop-down options

4.4.1.2 *Apply with LinkedIn, Facebook, or Xing*

In Figure 4.25, click one of the following options to apply for a job:

- Click the Start Apply with LinkedIn option and a pop-up window opens, as shown in Figure 4.26, asking permission to log into LinkedIn and access information from LinkedIn
- Click the Start Apply with Facebook option and a pop-up window opens as shown in Figure 4.27, asking permission to log into Facebook and access information from Facebook
- Click the Start Apply with Xing option and a pop-up window opens as shown in Figure 4.28, asking permission to log into Xing and access information from Xing

Tip! Make sure the pop-up blocker is disabled on your browser.

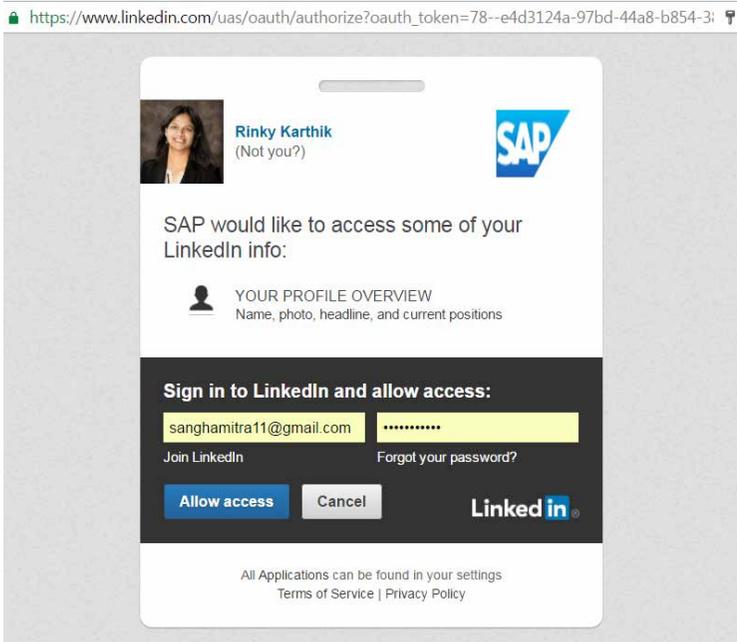


Figure 4.26 Apply now via LinkedIn

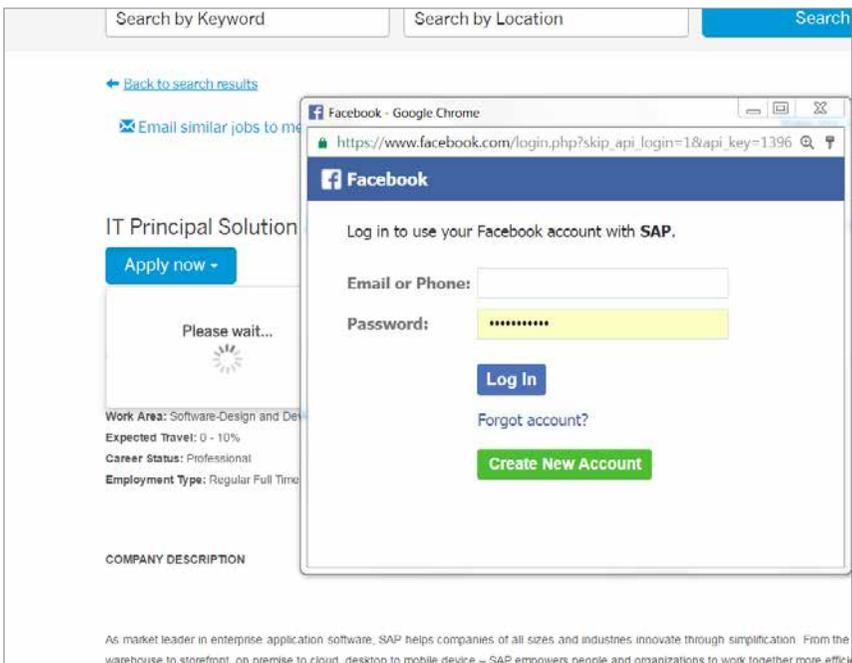


Figure 4.27 Apply now via Facebook

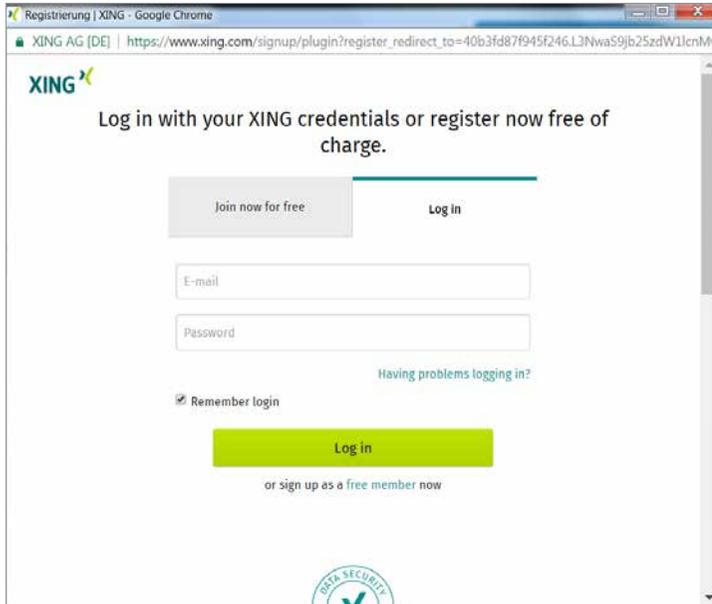


Figure 4.28 Apply Now via Xing

4.4.1.3 *Recruitment Marketing Updates Candidate Profile with Information from LinkedIn, Facebook, or Xing*

When a candidate selects any one of the social-apply methods (LinkedIn, Facebook, or Xing) as described in step 4.4.1.2 and provides authorization to access profile information, the built-in integration (between SuccessFactors Recruiting Marketing and relevant social network sites) gathers the candidate's profile information and updates the SuccessFactors Recruiting Marketing site in the relevant Candidate Profile section or fields, as shown in Figures 4.29 and 4.30.



Figure 4.29 The Candidate Profile page in Recruiting Marketing

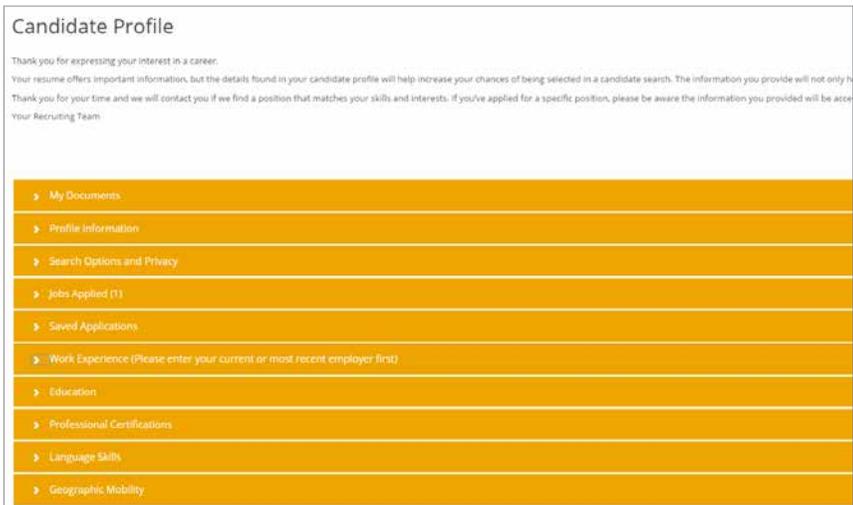


Figure 4.30 The Candidate Profile page in Recruiting Marketing with updated information from the social networking site

The candidate can then proceed with applying for the job.

4.4.2 Quick Facts

- When candidates use the social-apply functionality from the Recruiting Marketing site, their basic information will be passed to and populated into their Recruitment Management Candidate Profile

4.4.3 Prerequisites

The following two prerequisites are necessary for integration with social networks:

- An API key must be configured for the social network (Facebook, LinkedIn, or Xing) to enable Social Apply in Provisioning (done by SuccessFactors Professional Services or the Implementation Partner).
- Standardized field mapping must have been done in Admin Center. Follow menu path Admin Center > Recruiting > Manage Recruiting Standardized Mapping (done by the recruiting administrator).

4.4.4 Configuration Steps

Here are some configuration steps to enable the Social Apply feature with Facebook, LinkedIn, and Xing (taken by SuccessFactors Professional Services or the Implementation Partner).

- Add the social profile type by navigating to Command Center > Site > Talent Community Setup. A locale can be configured for each social profile, and the options shown on the Social Apply button are specific to the social profile configured for that site.
- In the social profile's <configuration> node in Provisioning, add the XML declaration shown in Figure 4.31.

Tip! For more detailed configuration steps for integration between Recruiting Marketing and Social Apply, refer to the Recruiting Marketing Implementation guide at http://help.sap.com/hr_recruiting?current=cloud4hr.

4.5 Job Distribution with eQuest, Multiposting, Solique, and SuccessFactors RMK

There are three companies—eQuest (www.equest.com), Multiposting (<https://www.multiposting.fr/en/>), and Solique (<https://www.solique.ch/english/>)—that are global job-distribution networks with built-in integration with SuccessFactors Recruiting Marketing.

The built-in integration between SuccessFactors Recruiting Marketing and these three companies is configured and available with the Marketing Central functionality of Recruiting Marketing. Marketing Central allows companies using SuccessFactors Recruiting Execution Suite to distribute jobs to global vendors and via social networks.

Note: eQuest also has a built-in integration with SuccessFactors Recruitment Management; this is covered in chapter 3 of this book. Marketing Central doesn't affect the existing Recruitment Management-eQuest Integration.

4.5.1 How this Integration Works

Once the integration is enabled and configured with Marketing Central, take the following steps.

- Navigate to SuccessFactors Recruiting > Job Requisitions and hover over the requisition you would like to market
- Click the Market Job option
- Choose the job language, where relevant, from the Select Job Language drop-down options (Figure 4.32)

- The Posting Options section displays the vendors the users have been assigned to, as shown in Figure 4.32. The Source Tracker button (link) is available for all users.

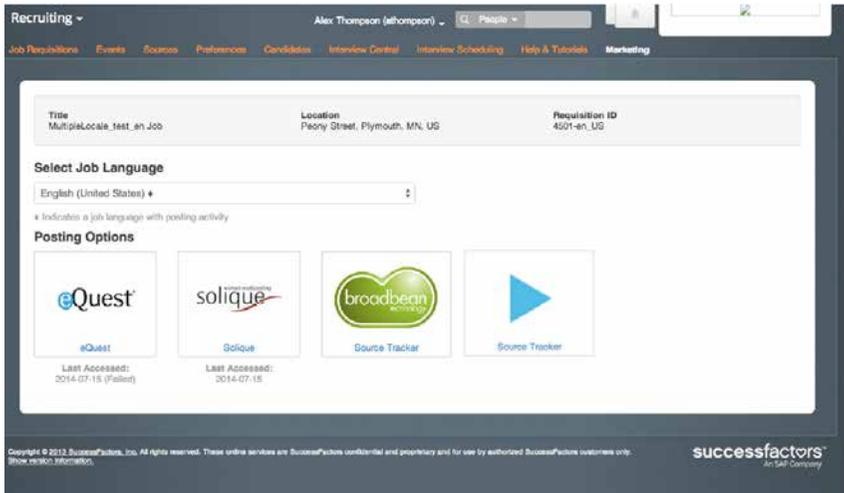


Figure 4.32 The posting options are displayed with the configured vendor details

Recruiting users can select the appropriate Posting Options to market the job.

4.5.2 Quick Facts

- The available Marketing Central vendors are eQuest, Solique, and Multiposting
- Multiposting is now an SAP company. Founded in 2008, Multiposting is a European job-posting solution that was acquired by SAP in 2015.

4.5.3 Prerequisites

- Recruiter Single-Sign-On must be configured to use Marketing Central. Single-Sign-On is configured by SuccessFactors Professional Services or an Implementation Partner.
- Marketing Central requires initial configuration by SuccessFactors Professional Services or an Implementation Partner
- Before configuring Marketing Central, the company must have credentials for the third-party marketing vendor (e.g., eQuest, Solique, or Multiposting). The company should contact the vendor and inform it that it is implementing SuccessFactors Marketing Central integration, and requires both stage and production credentials.

4.5.4 Configuration Steps

- Grant required recruiting users' permissions for job marketing in role-based permission. Navigate to SuccessFactors Admin Tools > Manage Recruiting > Recruiting Permissions > Job Marketing.
- Once permissions for job marketing are granted, a recruiter sync is required before users can access Marketing Central (done by SuccessFactors Professional Services or the Implementation Partner).
- Navigate to Command Center > Integrations > Vendor Groups > Add Vendor Group
- Click Add New Vendor Group. Enter the required Vendor Group information (e.g., eQuest, Solique, or Multiposting).
- Assign admin users to the vendor groups, using either Command Center or the Recruiting Dashboard

Tip! For more detailed configuration steps for Marketing Central and integration configuration for eQuest, Solique, and Multiposting, refer to the Recruiting Marketing Central Implementation guide at http://help.sap.com/hr_recruiting?current=cloud4hr.

Conclusion

The integrations I have covered in this chapter are crucial for the SuccessFactors Recruiting module because most of these integrations are already built-into the Recruiting module, thereby reducing the overall implementation time needed to turn on these features. From a functionality perspective, these are important features for a Recruiting application. With this chapter, I conclude discussing all Internal and External integrations with the SuccessFactors Recruiting (REC) module. In the next and final chapter, I will discuss briefly all integrations discussed so far and how they play an important role in making the SuccessFactors Recruiting module one of the best recruiting solutions on the market.