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Oracle Recruiting Cloud 2024 Implementation Professional

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Version Demo

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Topic Break Down

Topic	No. of Questions
Topic 1, Oracle Recruiting Cloud Overview	1
Topic 2, Candidate Experience	2
Topic 3, Career Sites	5
Topic 4, Job Requisitions	5
Topic 5, Candidate Management	9
Topic 6, Job Offers	10
Topic 7, Recruiting Administration	25
Total	57

QUESTION NO: 1

While configuring a career site, an administrator decides to add the Generative AI Job Fit metrics bar element at the top of a page, in order to provide candidates with a good idea of their suitability for a job through the use of a rating scale, as well as a summary of why they received the displayed scores. What is required in order to use this feature?

A. Redwood must be enabled for the career site

B. The page must be created using a custom template

C. Resume parsing must be active

ANSWER: A

Explanation:

Redwood must be enabled for the career site is required because the Generative AI Job Fit metrics bar is delivered as part of the Redwood candidate experience in Oracle Recruiting. This page element presents Oracle's generated job-fit assessment to candidates in a Redwood-supported career-site interface, including the visual rating scale and the generated summary associated with the score. Therefore, before an administrator can place and use this element in Career Site Configuration, the career site must be configured to use the Redwood experience and the applicable Recruiting feature availability and AI-service setup must be in place for the environment. Enabling Redwood provides the supported UI framework through which this candidate-facing Generative AI capability is rendered and maintained. After Redwood is active for the site, the administrator can add the Job Fit metrics bar to an appropriate job-details page layout and validate its display in the candidate experience. Oracle documents Recruiting feature availability and Redwood experience updates in its quarterly readiness materials and Recruiting documentation. See the Oracle Human Capital Management 24D Readiness documentation and the Oracle Recruiting documentation.

QUESTION NO: 2

Which type of file is the Sample Data Model file that supplies the tokens for job offer letters?

A. SAML

B. XML

C. PDF

D. RTF

ANSWER: B

Explanation:

XML is correct because Oracle Recruiting job offer letter templates use a sample data model in XML format to expose the available data fields, commonly called tokens, that can be inserted into the letter. When configuring an offer letter template, an administrator downloads the sample XML data and uses it with the BI Publisher template design process. The XML structure represents the offer, candidate, requisition, assignment, and related Recruiting data that Oracle can merge at runtime. Template authors use the elements in this sample data to select and place the appropriate dynamic fields in the letter, so that each generated offer contains the recipient-specific values.

This use of XML follows the standard Oracle BI Publisher model: XML supplies the structured input data, while the offer-letter layout is authored separately as a document template. The sample data model is therefore valuable both for identifying supported offer-letter tokens and for previewing how those fields render before the letter is deployed. Oracle's Recruiting documentation covers offer letter configuration and template data, and Oracle BI Publisher documentation describes XML as the structured data used to populate report and document templates. See Oracle Fusion Cloud Talent Management documentation and Oracle BI Publisher documentation.

QUESTION NO: 3 - (SIMULATION)

Create an unscored interview feedback Questionnaire Template, where:

• Questionnaire Template ID is HIRING_MANAGER_INTERVIEW_FEEDBACK

• Name is "Hiring Manager Interview Feedback"

• Description is "Generic template for basis of Hiring Manager interview feedback questionnaires"

• Instructions is "Please complete all questions, basing your responses on the interview"

ANSWER: See the explanation for the answer

Explanation:

Create the questionnaire template with these values:

Questionnaire Template ID: `HIRING_MANAGER_INTERVIEW_FEEDBACK`
Name: `Hiring Manager Interview Feedback`
Description: `Generic template for basis of Hiring Manager interview feedback questionnaires`
Instructions: `Please complete all questions, basing your responses on the interview`
Questionnaire Type: `Interview Feedback`
Scoring: `Unscored`

Navigate to **Setup and Maintenance**, open the Recruiting offering, and select **Manage Questionnaire Templates** (or open **Questionnaires** from the Recruiting tools menu, depending on the UI). Select **Create**.

On the template details page, enter the ID, name, description, and instructions exactly as shown above. Select **Interview Feedback** as the questionnaire type. For scoring, select **Unscored** (or ensure that the scored option/rating model is not selected). Save and close the template.

No rating model or score values should be configured, because the requested interview-feedback questionnaire is explicitly unscored.

QUESTION NO: 4 - (SIMULATION)

The Administrator of your recruiting organization wants to create a new active interview feedback questionnaire, for use by the hiring team when interviewing candidates. Create a Questionnaire based upon the Questionnaire Template you created prior, where:

• Name is "Sales Specialist Hiring Manager Interview Feedback"

• Folder is Interview Feedback

• Questionnaire code is "SS_HIRING_MANAGER_INTERVIEW"

ANSWER: See the explanation for the answer

Explanation:

Create an active questionnaire from the previously created Hiring Manager Interview Feedback questionnaire template.

1. Open the Recruiting questionnaire setup area and open **Questionnaire Templates**.
2. Locate the previously created template, **Hiring Manager Interview Feedback**.
3. Use the template action such as **Create Questionnaire** (or open the template and select **Create Questionnaire**).
4. Enter the questionnaire details exactly as follows:
   Name: `Sales Specialist Hiring Manager Interview Feedback`
   Folder: `Interview Feedback`
   Questionnaire Code: `SS_HIRING_MANAGER_INTERVIEW`
   Status: `Active`
5. Save and close the questionnaire.

The questionnaire must be created **from the prior Hiring Manager Interview Feedback template**, so that it retains that template's interview-feedback questions and configuration. Do not create an unrelated blank questionnaire or change the template itself.

QUESTION NO: 5

A job requisition remains open, but candidates can no longer find the job on the external career site because the scheduled posting end date has passed. The hiring team wants to continue accepting external applications without creating a new requisition. What should the recruiter do?

A. Move all active candidates to the Application phase

B. Extend the posting end date or create a new active posting for the requisition

C. Create an offer for the leading candidate

D. Cancel and recreate the requisition

ANSWER: B

Explanation:

Extend the posting end date or create a new active posting for the requisition is correct. A requisition's status and its postings are separate controls. An open requisition can remain available for recruiting work even when a particular posting is no longer displayed because its posting period has ended.

Moving candidates to a different phase does not make the job visible on a career site. Creating an offer is unrelated to job visibility. Cancelling and recreating the requisition is unnecessary when the business requirement is simply to resume external posting.