



RECRUITIFI



# SuccessFactors Integration Guide

# Using RecrutiFi with SuccessFactors

You have three options for how you use RecrutiFi in conjunction with SuccessFactors. Our Client Success team is ready to work with you to determine which option is right for your organization.

## 1. Stand Alone [page 3]

The turn-key way to use RecrutiFi immediately.

## 2. SuccessFactors Quick Setup [page 4]

Candidate tracking and ownership in your ATS which takes less than an hour to set up.

## 3. Integration [pages 5-11]

A customized integration that provides a technically seamless workflow between the two systems.

The screenshot displays the RecrutiFi 'AGENCIES' page. On the left, a sidebar shows 'Active' (24) and 'Pending' (1) counts. The main content area features a table of active agencies with columns for Agency, Recruiter, Contact, and Fee. On the right, a user profile for Max Ballard is shown, including his contact information and a 5-star rating. Below the profile is a line graph showing a trend over time from March 2014 to December 2018. At the bottom right, there is a chat interface with a message from Max Ballard and a response from Janette Longoria.

AGENCY	RECRUITER	CONTACT	FEE
TEKsystems	Max Ballard	mballard@teksystems.com 313.987.3490	24%
Brilliant	Tanya Wells	twells@brilliantfs.com 212.909.9876	25%
Vico	Harvey Malone	harvey.malone@vico.com 975.890.8709	23%
Kforce	Ashley Atkins	aatkins@kforce.com 563.487.9823	22%
Randstad	John Sebastian	jsebastian@randstad.com 315.871.4908	30%
Adecco	Vicky Anand	vicky@adecco.com 917.897.0942	27%

# Option 1: Stand Alone

RecrutiFi can be used independently to manage agency searches and every step of the hiring process. Most employers begin with this option.

Standard tools within RecrutiFi like job libraries, templated company-wide fields, and cloning tools make posting jobs a breeze.

Candidates are submitted through RecrutiFi, where you can review them, schedule interviews, share their profile with hiring managers, disposition them, or mark them as hired.

All reporting is available in real time, including EEOC/OFCCP data. All records are kept in accordance with

federal and international guidelines should you need to legally review the search at a later date. When you hire your candidate in SuccessFactors, they can be invited to apply directly, or their agency can submit their profile.

**Benefits:** With this option, you can start using the platform immediately. It requires no additional set-up, and captures all the necessary data you need for reporting and regulatory compliance.



# Option 2: SuccessFactors Quick Setup

RecruitiFi provides a simple in-platform setting to seamlessly invite candidates into SuccessFactors at any stage of the hiring process that you choose.

Setup time and effort is minimal—just a few minutes of time for your ATS/HRIS administrator to add RecruitiFi as a source in SuccessFactors. Upon posting each job on RecruitiFi, your TA team will add the URL of the job posting from SuccessFactors, and our system will append the URL with RecruitiFi as the source for all applicants that come through that link.

**Benefits:** Maintain your candidate workflow in SuccessFactors, while keeping the control and benefits of managing your agencies through RecruitiFi.



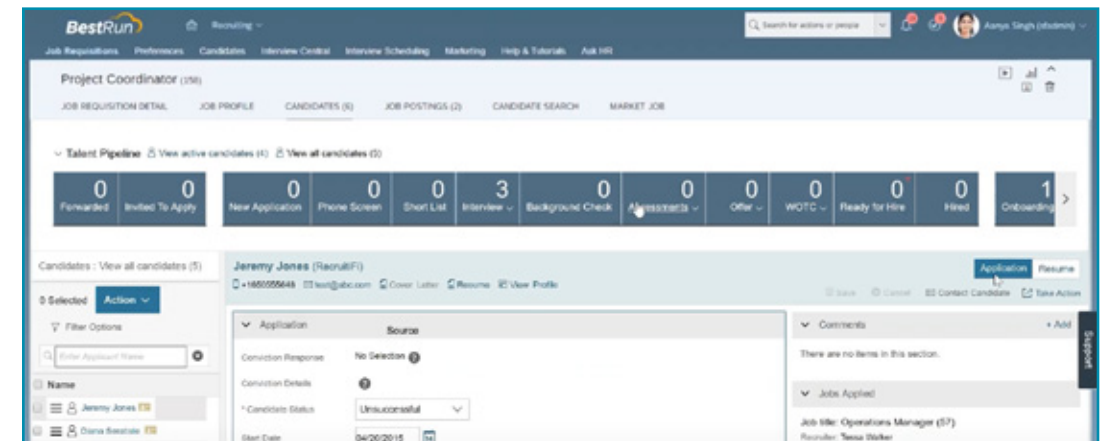
# Option 3: Integration

RecrutiFi will integrate with your SuccessFactors instance at no cost. SuccessFactors's open API enables us to integrate with great flexibility and does not require SuccessFactors's partnership or resources.

Integration generally involves building a mechanism for posting jobs from SuccessFactors to RecrutiFi and to auto-push candidates back to SuccessFactors. The full scope of the project will be mapped out by RecrutiFi in conjunction with your TA, HRIS, and IT teams, with the engineering work to be done by RecrutiFi's tech team.

Keep in mind that every integration is customized to fit the needs of the employer, so the time-frame for completion can range from a few weeks to a few months.

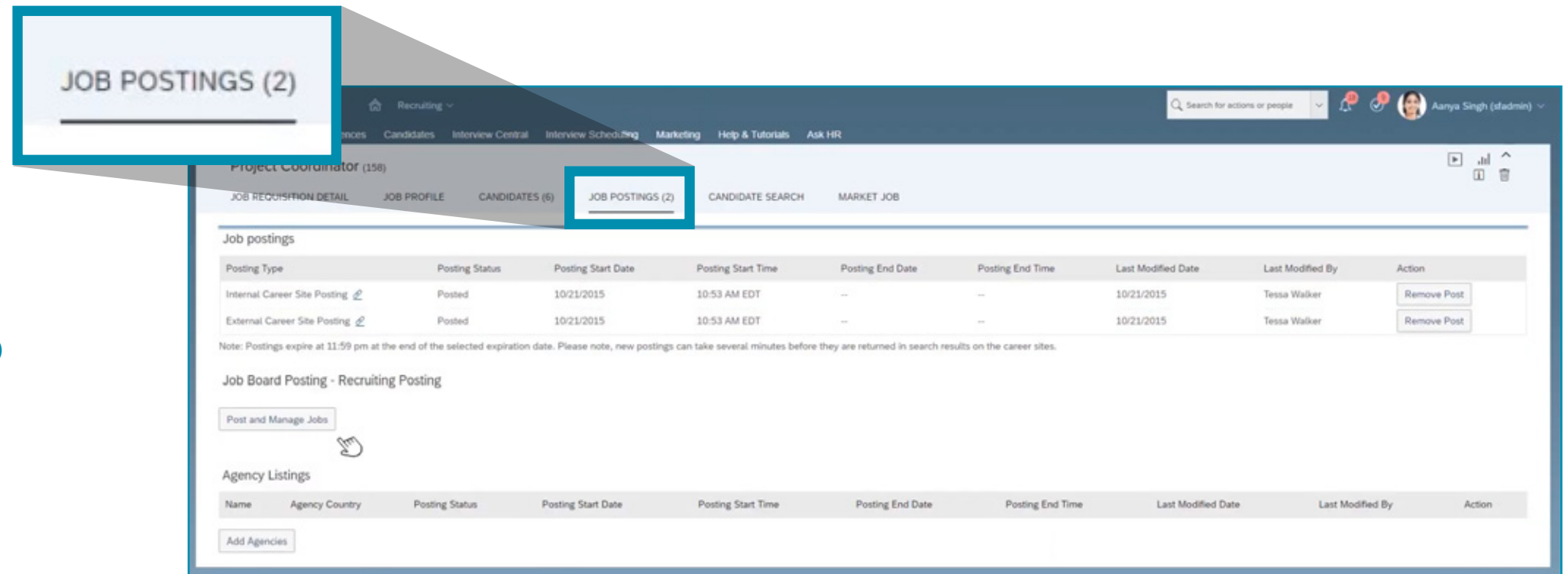
**Benefits:** You have the flexibility to maintain your full workflow for requisitions, evaluating candidates, and hires in SuccessFactors, while gaining the benefits of agency management through RecrutiFi.



The following pages lay out a typical integration plan.

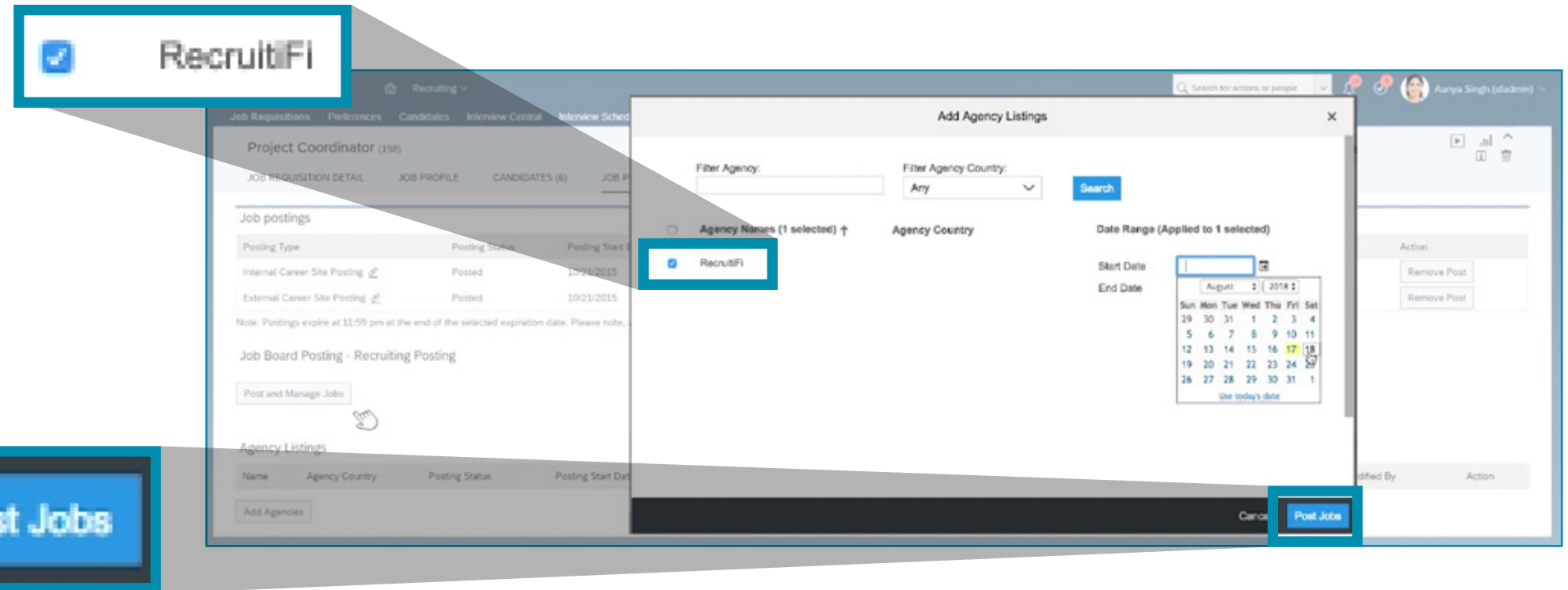
# Option 3: Integration - Posting Requisitions

1. Within the SuccessFactors app, navigate to the requisition that you'd like to post to RecrutiFi and click "Job Postings."



# Option 3: Integration - Posting Requisitions

2. Select RecrutiFi.



3. Click "Post Jobs."

# Option 3: Integration - Posting Requisitions

## Congratulations!

You just posted your job to RecrutiFi with a few clicks of a button! At this point, you have two options for how we set up your organization.

**1. Send from SuccessFactors:** You can choose to send the job straight from SuccessFactors without ever going to RecrutiFi. Our algorithm will select agencies to receive the job, and you're good to go. Note that this does not allow for the flexibility of manually selecting the agencies. Also, certain fields on RecrutiFi will remain blank, so your agencies will have less info to source candidates.

**2. Send from RecrutiFi (recommended):** You are seamlessly linked to RecrutiFi to complete the additional fields and have the option of manually selecting the agencies. Of course, our algorithm will still make the relevant agency suggestions.

The screenshot shows the RecrutiFi interface for a job posting titled "Analytics Lead - 2 Locations". The page is divided into sections: "JOBCASTS", "AGENCIES", and "REPORTS". A search bar at the top right contains the text "Candidates, Agencies, and JobCasts". The main content area is titled "Agencies" and includes a "BACK" button and a "NEXT" button. Below the title, there is a message: "These agencies are matched to work on this JobCast based on your JobCast inputs. If you remove an agency from this list, they will not receive this JobCast. Click 'See More' to view and add additional legacy agencies to your list." A "Quick Search" bar is also present. The "Matching Agencies (5)" section is displayed as a table with columns for Agency, Placement Fee, Rating, Reason for Match, and an "ALL" filter. The table lists three agencies: Targeted Experts (RecrutiFi Community) with a 14% placement fee and a 4.7 rating; Gilberte Bartoletti (Stoltenberg, Okuneva...) with a 20% - 21% placement fee and a Mid-Level reason for match; and Joesph Kassulke (Runolfsson Group) with a 19% placement fee and a Mid-Level reason for match. Each row has a red minus sign in the "ALL" column.

AGENCY	PLACEMENT FEE	RATING	REASON FOR MATCH	ALL
Targeted Experts RecrutiFi Community	14%	★4.7		—
Gilberte Bartoletti Stoltenberg, Okuneva...	20% - 21%	N/A	Mid-Level	—
Joesph Kassulke Runolfsson Group	19%	N/A	Mid-Level	—



# Option 3: Integration - Candidate Syncing

1. Candidates are submitted through RecrutiFi.

2. All candidates are automatically synced to SuccessFactors.

The image displays two overlapping screenshots. The background screenshot is from the RecrutiFi interface, showing a job listing for 'Compliance Specialist 2 - New York'. A candidate profile for 'Jeremy Jones' is highlighted with a blue box. The foreground screenshot is from the SuccessFactors interface, showing a 'Project Coordinator' job requisition with a 'Talent Pipeline' section. A candidate named 'Jeremy Jones (RecrutiFi)' is highlighted in the pipeline, with a blue arrow pointing from the RecrutiFi profile to this entry. The SuccessFactors interface also shows a detailed application form for Jeremy Jones, including contact information and a resume.

# Option 3: Integration - Candidate Syncing

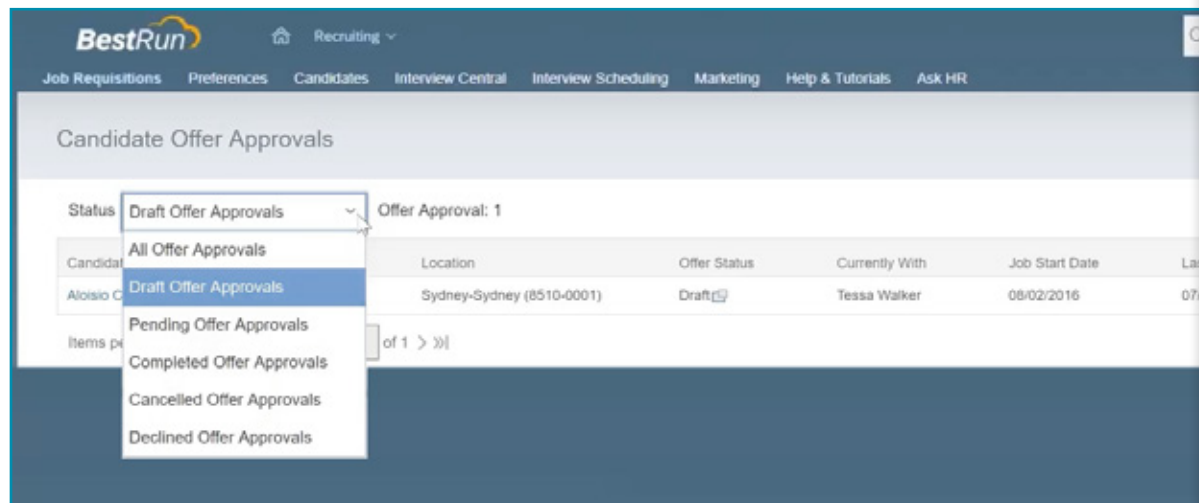
3. Candidates are tagged in SuccessFactors with “RecruitiFi” as the source.

The screenshot displays the BestRun HR system interface. At the top, the navigation bar includes 'BestRun', 'Recruiting', and a search bar. Below this, the 'Project Coordinator (158)' job requisition is shown with tabs for 'JOB REQUISITION DETAIL', 'JOB PROFILE', 'CANDIDATES (6)', 'JOB POSTINGS (2)', 'CANDIDATE SEARCH', and 'MARKET JOB'. The 'Talent Pipeline' section shows a flow of candidate stages: Forwarded (0), Invited To Apply (0), New Application (0), Phone Screen (0), Short List (0), Interview (3), Background Check (0), Assessments (0), Offer (0), WOTC (0), Ready for Hire (0), Hired (0), and Onboarding (1). A callout box highlights 'Jeremy Jones (RecruitiFi)' in the 'New Application' stage. Below the pipeline, a list of candidates is shown with 'Jeremy Jones (RecruitiFi)' selected. The 'Application' details for Jeremy Jones are displayed, showing 'Source' as 'RecruitiFi', 'Conviction Response' as 'No Selection', 'Conviction Details' as 'Unsuccessful', and 'Start Date' as '04/20/2015'. The interface also includes a 'Comments' section and a 'Jobs Applied' section.

# Option 3: Integration - Hires, Billing, and Payments

2. RecrutiFi automatically generates an invoice. You remit payment to RecrutiFi, and we pay the agency.

1. Mark the hire through SuccessFactors.



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**BILL TO**

Volkswagon NA  
21 Main St.  
Chattanooga, TN 11205

**INVOICE # 20008**  
**INVOICE DATE 6/16/19**

**Activity**

Date	Description	Corporate Recruiter	Amount
6/16/19	Hire of Jeremy Jones.	Annalee Duran	\$12,050.00

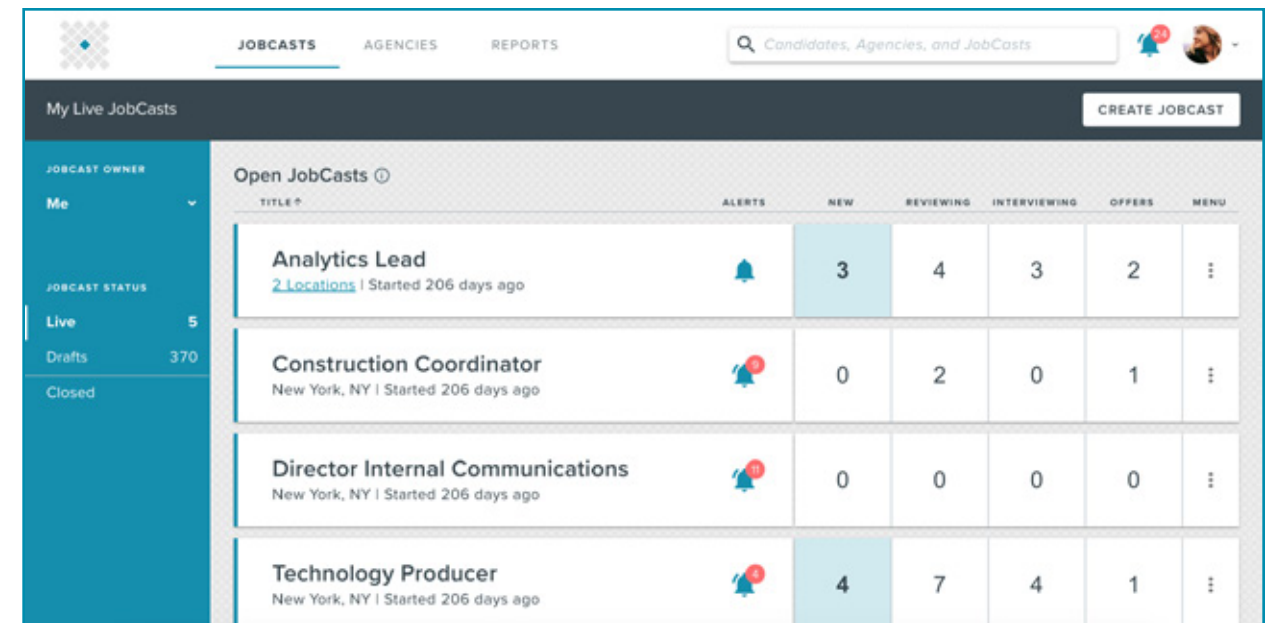
# Using RecrutiFi with SuccessFactors

## Simple, Elegant, Flexible

Regardless of whether you choose to use RecrutiFi as a stand-alone product, use the native ATS quick setup, or opt for a full SuccessFactors integration, RecrutiFi provides a number of elegant options to adapt to your organization's workflow. Our team is happy to consult with you to choose the right option for you.

Should you choose a full SuccessFactors integration, the one depicted in this guide is our general recommendation, but by no means is it the limitation of possibilities. Every integration is customizable and is subject to your organizational needs and the current possibilities afforded by the SuccessFactors API.

We look forward to working with your team to provide an effective solution to streamline your agency process, reduce costs, and provide insights and visibility.



TITLE	ALERTS	NEW	REVIEWING	INTERVIEWING	OFFERS	MENU
<b>Analytics Lead</b> <a href="#">2 Locations</a>   Started 206 days ago		3	4	3	2	⋮
<b>Construction Coordinator</b> New York, NY   Started 206 days ago		0	2	0	1	⋮
<b>Director Internal Communications</b> New York, NY   Started 206 days ago		0	0	0	0	⋮
<b>Technology Producer</b> New York, NY   Started 206 days ago		4	7	4	1	⋮



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