

SFAPI Recruitment Entities Product Requirements

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# Introduction

This document describes recruitment entities that will be exposed in the SFAPI. The goal of the SFAPI is to provide a logical representation of a normalized entity model that can be accessed through API Metatadata operations (List and Describe) and query operations.

Recruitment logical entities will expose Recruitment tables in the physical SuccessFactors schema.

1. JobRequisition
2. JobCodeEntity
3. JobPosting
4. JobApplication
5. JobApplicant
6. Candidate
7. BackGroundCheck
8. Onboarding
9. AssessmentOrder
10. AssessmentReport

Each of the above will be exposed as separate logical entities in the SFAPI. This means they will appear as separate entities that can be operated on individually.

The following sections detail the logical model for each entity.

# JobRequisition

## Fields

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Field Name | Data Type | sortable | filterable | Description |
| Id  jobReqTemplateId  lastModified  jobReqStatus  locale | Primary Key  Foreign Key to  JobRequisition Entity  Date  String  String | TRUE  FALSE  FALSE  FALSE  FALSE | TRUE  TRUE  TRUE  TRUE  TRUE | API Primary Key. The key prefix is "JRQ-". For example, an id could be "JRQ-12345".  Foreign Key to  JobRequisition Entity  Last Modified date  This refers to Job requisition internal status ( for eg: unapproved / approved / closes job) . Check with 0(unapproved), 1(approved) and 2(closed job)  This is the locale on job requisition created. |
|  |  |  |  |  |

Note: Due to page size constraints it was difficult to fit all columns in this document. We have only mentioned sortable and filterable fields. Please have a look for other fields in the below embedded excel under JobRequisition$\* tab.

## Supported Operations

The JobRequisition will support below API entity operations, namely:

List, Describe, Query, QueryMore, Insert,Upsert,Update

For field level support on these operations, see the Fields table above. Required means the field cannot be null in the database. Filterable means the field can appear in the WHERE clause of the Query operation. Sortable means the field can appear in the ORDER BY clause of the Query operation.

**Job Requisition Permissions**

|  |  |
| --- | --- |
| **API Operation** | **Permission Required** |
| INSERT | Admin tools --> Recruiting Permissions🡪 SFAPI Insert Job Requisition Permission |
| UPDATE | Admin tools --> Recruiting Permissions🡪 SFAPI Update Job Requisition Permission |
| UPSERT | Admin tools --> Recruiting Permissions🡪 SFAPI Upsert Job Requisition Permission |
| QUERY | Admin tools --> Recruiting Permissions🡪 SFAPI Retrieve Job Requisition Permission |

## Recruiting SFAPI Entity Relationship Diagram

According to the entity relationship model above

1. JobRequisition can have zero or more JobPosting (represented by the jobReqId field in JobPosting)
2. JobRequisition can have zero or many JobApplication (represented by the jobReqId field in the JobApplication entity)
3. JobRequisition can have one JobCodeEntity(represented by the jobReqId field in the JobCodeEntity entity)

# JobCodeEntity

## Fields

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Field Name | Data Type | sortable | Filterable | Description |
| id | Primary Key | TRUE | TRUE | API Primary Key. The key prefix is "JCE-". For example, an id could be "JCE-12345". |
| jobReqId | Foreign Key to JobCodeEntity | FALSE | TRUE | Foreign key from JobRequisition entity |

Note: Due to page size constraints it was difficult to fit all columns in this document. We have only mentioned sortable and filterable fields. Please have a look for other fields in the below embedded excel under JobCodeEntity$\* tab.

## Supported Operations

The JobCodeEntity will support below API entity operations, namely:

List, Describe, Query. QueryMore, Insert,Upsert,Update

For field level support on these operations, see the Fields table above. Required means the field cannot be null in the database. Filterable means the field can appear in the WHERE clause of the Query operation. Sortable means the field can appear in the ORDER BY clause of the Query operation.

**Job Code Entity Permissions**

|  |  |
| --- | --- |
| **API Operation** | **Permission Required** |
| INSERT | Admin tools --> Recruiting Permissions🡪 SFAPI Insert Job Code Permission |
| UPDATE | Admin tools --> Recruiting Permissions🡪 SFAPI Update Job Code Permission |
| UPSERT | Admin tools --> Recruiting Permissions🡪 SFAPI Upsert Job Code Permission |
| QUERY | Admin tools --> Recruiting Permissions🡪 SFAPI Retrieve Job Code Permission |

## Recruiting SFAPI Entity Relationship Diagram

According to the entity relationship model above, JobRequisition can have one JobCodeEntity (represented by the jobReqId field in the JobCodeEntity entity)

# JobPosting

## Fields

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Field Name | Data Type | Sortable | Filterable | | Description | |
| id | Primary Key | TRUE | TRUE | | API Primary Key. The key prefix is "JP-". For example, an id could be "JP-12345". | |
| jobReqId | Foreign Key to JobPosting | FALSE | | TRUE | | Foreign key from JobRequisition entity | |

Note: Due to page size constraints it was difficult to fit all columns in this document. We have only mentioned sortable and filterable fields. Please have a look for other fields in the below embedded excel under JobPosting$\* tab.

## Supported Operations

The JobPosting will support below API entity operations, namely:

List, Describe, Query. QueryMore

For field level support on these operations, see the Fields table above. Required means the field cannot be null in the database. Filterable means the field can appear in the WHERE clause of the Query operation. Sortable means the field can appear in the ORDER BY clause of the Query operation.

**Job Posting Permissions**

|  |  |
| --- | --- |
| **API Operation** | **Permission Required** |
| QUERY | Admin tools --> Recruiting Permissions🡪 SFAPI Retrieve Job Posting Permission |

## Recruiting SFAPI Entity Relationship Diagram

## 

According to the entity relationship model above, JobRequisition can have zero or more JobPosting (represented by the jobReqId field in JobPosting)

# JobApplication

## Fields

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Field Name | Data Type | Sortable | filterable | Description |
| id | Primary Key | TRUE | TRUE | API Primary Key. The key prefix is "JA-". For example, an id could be "JA-12345". |
| jobReqId | Foreign Key to  JobApplication | TRUE | TRUE | Foreign key from JobRequisition entity |
| candidateId  lastmodified  statusItem  jobAppLocale | Foreign Key to  JobApplication  Date  String  String | FALSE  FALSE  FALSE  FALSE | FALSE  TRUE  TRUE  TRUE | Foreign key to the id field of the Candidate entity. Note: It can be null for purged candidate  Last Modified date column  Gives the status Item text (for eg: New Application / Rejected..)  This can be used to get the status Item text for the specific locale as the status Item can be defined in multiple locale |

Note: Due to page size constraints it was difficult to fit all columns in this document. We have only mentioned sortable and filterable fields. Please have a look for other fields in the below embedded excel under JobApplication$\* tab.

## Supported Operations

The JobApplication will support below API entity operations, namely:

List, Describe, Query, QueryMore, Insert, Update

For field level support on these operations, see the Fields table above. Required means the field cannot be null in the database. Filterable means the field can appear in the WHERE clause of the Query operation. Sortable means the field can appear in the ORDER BY clause of the Query operation.

**Job Application Permissions**

|  |  |
| --- | --- |
| **API Operation** | **Permission Required** |
| INSERT | Admin tools --> Recruiting Permissions🡪 SFAPI Insert Job Application Permission |
| UPDATE | Admin tools --> Recruiting Permissions🡪 SFAPI Update Job Application Permission |
| QUERY | Admin tools --> Recruiting Permissions🡪 SFAPI Retrieve Job Application Permission |

## Recruiting SFAPI Entity Relationship Diagram

According to the entity relationship model above

1. JobApplication can have one JobRequisition (represented by the jobReqId field in the JobApplication entity).
2. JobApplication will have one Candidate (represented by candidateId in JobApplication entity).

Note: This get set to null when candidate is purged or candidate deletes profile.

**Candidate**

## Fields

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Field Name | Data Type | Sortable | filterable | Description |
| id | Primary Key | TRUE | TRUE | API Primary Key. The key prefix is "CA-". For example, an id could be "CA-12345". |
| lastmodified | Date | FALSE | TRUE | Last Modified date column |

Note: Due to page size constraints it was difficult to fit all columns in this document. We have only mentioned sortable and filterable fields. Please have a look for other fields in the below embedded excel under Candidate$\* tab.

## Supported Operations

The Candidate will support below API entity operations, namely:

List, Describe, Query, QueryMore, Insert, Update

Candidate is connecting to jobreq with the jobapplicaiton, in jobapplication it has the candidate id and job req id.

**Candidate Permissions**

|  |  |
| --- | --- |
| **API Operation** | **Permission Required** |
| INSERT | Admin tools --> Recruiting Permissions🡪 SFAPI Insert Candidate Permission |
| UPDATE | Admin tools --> Recruiting Permissions🡪 SFAPI Update Candidate Permission |
| QUERY | Admin tools --> Recruiting Permissions🡪 SFAPI Retrieve Candidate Permission |

**BackgroundCheck**

## Fields

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Field Name | Data Type | Sortable | filterable | Description |
| BGI\_STATUS\_ID | Primary Key | FALSE | FALSE | API Primary Key. The key prefix is "BGI\_STATUS". For example, an id could be "BGI\_STATUS-12345". |
| BGI\_ID | Foreign Key to  BGI table | FALSE | FALSE | Foreign key from BGI entity |
| ORDER\_NO  BGI\_CHECK\_NAME  BGI\_CHECK\_TYPE  BGI\_CHECK\_STATUS  BGI\_STATUS\_MESSAGE  BGI\_REPORT\_URL | String  String  String  String  String  String | FALSE  FALSE  FALSE  FALSE  FALSE  FALSE | FALSE  FALSE  FALSE  FALSE  FALSE  FALSE | ORDER\_NO  BGI check name  BGI check type  BGI CHECK Status  BGI status message  BGI report url |

## Supported Operations

The BackgroundCheck will support below API entity operations, namely:

List, Describe, Insert

**Background Check Permissions**

|  |  |
| --- | --- |
| **API Operation** | **Permission Required** |
| INSERT | Admin tools --> Recruiting Permissions🡪 Background Check Update Permission |

**Onboarding**

## Fields

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Field Name | Data Type | Sortable | filterable | Description |
| id | Primary Key | FALSE | FALSE | API Primary Key. The key prefix is "OBI ". For example, an id could be "OBI-12345". |
| vendorApplicantId | String | FALSE | FALSE | VendorApplicant id. |
| applicationId  orderNo  obiName  obiType  obiStatus  obiStatusType  obiStatusMessage  obiReportURL | String  String  String  String  String  String  String  String | FALSE  FALSE  FALSE  FALSE  FALSE  FALSE  FALSE  FALSE | FALSE  FALSE  FALSE  FALSE  FALSE  FALSE  FALSE  FALSE | Application Id  Order number  Onboarding name  Onboarding type  Onboarding status  Onboarding status type  Onboarding status message  Onboarding report URL |

## Supported Operations

The Onboarding will support below API entity operations, namely:

List, Describe, Upsert

**Onboarding Permissions**

|  |  |
| --- | --- |
| **API Operation** | **Permission Required** |
| UPSERT | Admin tools --> Recruiting Permissions🡪 Onboarding Update Permission |

**AssessmentOrder**

## Fields

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Field id** | **Type** | **Max Length** | **Required** | **insertable** | **updateable** | **upsertable** | **selectable** | **filterable** | **sortable** | **supportedOperators** |
| applicationId | INT | 38 | FALSE | FALSE | FALSE | FALSE | TRUE | TRUE | TRUE | =,<>,>,>=,<,<=,is null,is not null |
| applicationTemplateId | INT | 38 | FALSE | FALSE | FALSE | FALSE | TRUE | TRUE | TRUE | =,<>,>,>=,<,<=,is null,is not null |
| assessmentPackageCode | STRING | 256 | FALSE | FALSE | FALSE | FALSE | TRUE | TRUE | TRUE | =,<>,>,>=,<,<=,is null,is not null |
| candidateId | INT | 38 | FALSE | FALSE | FALSE | FALSE | TRUE | TRUE | TRUE | =,<>,>,>=,<,<=,is null,is not null |
| candidateTemplateId | INT | 38 | FALSE | FALSE | FALSE | FALSE | TRUE | FALSE | FALSE |  |
| clientId | STRING | 256 | FALSE | FALSE | FALSE | FALSE | TRUE | TRUE | TRUE | =,<>,>,>=,<,<=,is null,is not null |
| createdBy | STRING | 45 | FALSE | FALSE | FALSE | FALSE | TRUE | TRUE | TRUE | =,<>,>,>=,<,<=,is null,is not null |
| createdDate | STRING | null | FALSE | FALSE | FALSE | FALSE | TRUE | TRUE | TRUE | =,<>,>,>=,<,<=,is null,is not null |
| handbackUrl | STRING | 256 | FALSE | FALSE | FALSE | FALSE | TRUE | FALSE | FALSE |  |
| id | STRING | 38 | TRUE | FALSE | FALSE | FALSE | TRUE | TRUE | TRUE | =,<>,>,>=,<,<=,is null,is not null |
| jobReqId | INT | 38 | FALSE | FALSE | FALSE | FALSE | TRUE | TRUE | TRUE | =,<>,>,>=,<,<=,is null,is not null |
| jobReqTemplateId | INT | 38 | FALSE | FALSE | FALSE | FALSE | TRUE | TRUE | TRUE | =,<>,>,>=,<,<=,is null,is not null |
| lastModifiedBy | STRING | 45 | FALSE | FALSE | FALSE | FALSE | TRUE | TRUE | TRUE | =,<>,>,>=,<,<=,is null,is not null |
| lastModifiedDate | STRING | null | FALSE | FALSE | FALSE | FALSE | TRUE | TRUE | TRUE | =,<>,>,>=,<,<=,is null,is not null |
| partnerId | STRING | 256 | FALSE | FALSE | FALSE | FALSE | TRUE | FALSE | FALSE |  |
| vendorCode | STRING | 256 | FALSE | FALSE | FALSE | FALSE | TRUE | TRUE | TRUE | =,<>,>,>=,<,<=,is null,is not null  Bottom of Form |

## Supported Operations

The AssessmentOrder will support below API entity operations, namely:

Describe , Query

**Assessment Order Permissions**

|  |  |
| --- | --- |
| **API Operation** | **Permission Required** |
| QUERY | Admin tools --> Recruiting Permissions🡪 SFAPI Retrieve Assessment Order Permission |

**AssessmentReport**

## Fields

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Field** | **Type** | **Max Length** | **Required** | **insertable** | **updateable** | **upsertable** | **selectable** | **filterable** | **constrainable** | **sortable** |
| errorCode | STRING | 45 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field10Key | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field10Value | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field11Key | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field11Value | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field12Key | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field12Value | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field13Key | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field13Value | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field14Key | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field14Value | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field15Key | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field15Value | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field16Key | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field16Value | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field17Key | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field17Value | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field18Key | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field18Value | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field19Key | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field19Value | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field1Key | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field1Value | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field20Key | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field20Value | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field2Key | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field2Value | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field3Key | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field3Value | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field4Key | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field4Value | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field5Key | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field5Value | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field6Key | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field6Value | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field7Key | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field7Value | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field8Key | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field8Value | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field9Key | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| field9Value | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| id | STRING | 38 | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| orderId | INT | 38 | TRUE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| reportUrl | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| status | INT | 256 | TRUE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| statusDate | DATETIME | 19 | TRUE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE |
| statusDetails | STRING | 256 | FALSE | TRUE | FALSE | FALSE | FALSE | FALSE | FALSE | FALSE  Bottom of Form |

## Supported Operations

The assessmentreport will support below API entity operations, namely:

Describe, Insert

**Assessment Report Permissions**

|  |  |
| --- | --- |
| **API Operation** | **Permission Required** |
| QUERY | Admin tools --> Recruiting Permissions🡪 SFAPI Update Assessment Report Permission |