



Talent Pipeline Overview

Overview

The SuccessFactors Talent Pipeline is used for managing job applicants throughout the recruiting process. It is made up of a number of status segments that represent steps in the process.

Users who perform recruiting-related activities and have access to the SuccessFactors Recruiting menu, such as Org Chiefs and delegates, can use the Talent Pipeline to view job applicants in real-time, identify potential candidates, and move them through the recruiting process.

Talent Pipeline

In SuccessFactors, the Talent Pipeline status segments are organized horizontally across the screen. Depending on the size of your browser window, you may need to scroll left or right to display and work with the different status segments.

The number of candidates in each status are displayed throughout the process.

Note: The majority of Talent Pipeline status segments are optional and can be used to help track and manage applicants throughout the recruiting process. The Offer segment is the only status segment that an Org Chief or delegate is required to use to complete the hiring process.

The screenshot shows the Talent Pipeline for a 'Training Coordinator' job with 190 candidates. The status segments and their counts are as follows:

Status Segment	Count
Forwarded	0
Invited To Apply	0
New Applicant Review	1
Short List	0
Interviews	0
Reference Checks	0
Offer	0*
SAP	0
Hired	0
Do Not Proceed	0
Automatic Disqualified	0
Requisition Closed	0
Deleted On Demand By Candidate	0
Deleted On Demand By Admin	0
Declined DPCS	0
Application Withdrawn by Candidate	0

The table below provides the following details about the Talent Pipeline:

- Status Segment Name (from left to right)
- Sub-folders within a status segment (if applicable)
- Who uses the status segment
- Why the status is used

Talent Pipeline Status Segment Reference			
Status Segment Name (L-R)	Sub-folder	Who	Use
Forwarded	N/A	Org Chief or HR Shared Services	Identifies candidate profiles that have been forwarded directly to a job requisition for consideration.
Invited to Apply	N/A	Org Chief	Identifies candidates that are moved from the Forwarded segment. Note: An email is generated that invites the applicant to apply to the job posting.
New Applicant Review	N/A	System Driven Org Chief	Collects job applications that are received for a job posting. Note: Org Chiefs can access and review applicant information in real-time, as applications are received for a job posting.
Short List	N/A	Org Chief	Identifies candidates being shortlisted for the job posting.
Interviews	Other Assessments	Org Chief	Identifies candidates undergoing assessment for the job posting (e.g. proficiency testing, medical terminology, etc.).
	First Round Interview	Org Chief	Identifies candidates undergoing a first interview.
	Second Round Interview	Org Chief	Identifies candidates undergoing a second interview.
Reference Checks	N/A	Org Chief	Identifies candidates undergoing reference checks. Note: An email is generated and sent to the candidate when placed in this segment, to request that the Candidate Profile be updated with references.
*Offer	Offer Approval	HR Shared Services/ Org Chief	Identifies the candidate for whom an offer approval is completed.
	Offer Letter	HR Shared Services	Identifies the candidate for whom an electronic job offer letter is created and sent.
SAP	Send to SAP	HR Shared Services	Initiates integration with SAP for the successful candidate after the candidate accepts the letter of offer.
	Transferred to SAP	System Driven	Indicates candidate data was successfully transferred from SuccessFactors to SAP through integration.
	Transferred to SAP Error	System Driven	Indicates candidate data failed to transfer from SuccessFactors to SAP through integration due to an error. Note: Errors are monitored and resolved by the System Administrator.
	Hired in SAP	System Driven	Indicates candidate data was processed in SAP and successfully transferred from SAP to SuccessFactors through integration.

Talent Pipeline Status Segment Reference			
Status Segment Name (L-R)	Sub-folder	Who	Use
Hired	N/A	HR Shared Services	Identifies the successful candidate as hired for the job requisition.
Do Not Proceed	N/A	Org Chief	Identifies applicants the Org Chief is excluding from the competition.
Automatic Disqualified	N/A	System Driven	Identifies applicants who provided an answer to a screening question(s) on the job application that resulted in automatic disqualification from the competition (e.g. does not possess required registration/licensure). Note: Applicants can be moved from the <i>Automatic Disqualified</i> segment into other segments of the Talent Pipeline so that they can be included in the competition. For example, if the applicant made an error when answering the question.
Requisition Closed	N/A	System Driven	Identifies the unsuccessful applicants for the job posting. Note: Applicants are moved into Requisition Closed based on the delimit date HR Shared Services enters for the position when the Candidate Action is processed in SAP.
Deleted On Demand By Candidate	N/A	System Driven	Identifies external applicants who completely delete their Candidate Profile from the external Careers website after submitting an application to the job posting.
Deleted On Demand By Admin	N/A	System Administrator	Identifies applicants who have had their Candidate Profile deleted from the system by the System Administrator after submitting an application to the job posting.
Declined DPCS	N/A	System Driven	Identifies applicants who agreed to the Data Privacy Consent Statement (DPCS) to set up a Candidate Profile and submit a job application, but subsequently accessed their Candidate Profile, selected the DPCS, and declined it.
Application Withdrawn by Candidate	N/A	System Driven	Identifies applicants who withdraw their application for the job posting.

*Offer is a required status for the completion of the hiring process.