SuccessFactors – Recruitment Management
Frequently Asked Questions (FAQs)

What is SuccessFactors Recruitment Management?
SuccessFactors is UCs new applicant tracking system, which allows for greater efficiency and streamlined workflows. The greater efficiency will allow UC to decrease the time it takes to hire quality candidates.

What is a Pooled Position?
A Pooled Position is a career site posting created to collect candidate applications for the purpose of filling multiple positions from one applicant pool. Pooled Positions are most commonly used for students and term adjuncts positions.

When is a Waiver Necessary?
A waiver is necessary when you want to “waive” posting a position for any number of reasons. Waivers are granted through OEOA.

Can you still post one position to fill multiple?
Yes, you may still post one position to fill multiple. Contact your recruiter to create a bait pool to collect multiple candidates. At the time of hire, however each hire will need individual requisition.

When Would I Use a Private Posting?
A private posting is used when you only want to make the posting available to an individual.

Once a PCR is approved, how long does it take for the requisition show up in SuccessFactors to be created?
UCFlex sends an update to SuccessFactors every 30 minutes.

Once my recruiter sends my candidate to UCFlex for “hire completion”, how long until my candidate is sent to “transferred to UCFlex”?
SuccessFactors will send an update to UCFlex every day at 3:00 am.