



TL;DR:

GoodTime integrates with the SAP Success Factors Applicant Tracking System (ATS) in order to provide the scheduling benefits of GoodTime on top of the regular candidate and recruitment process management offered by the SAP Success Factors ATS.

This article provides a step-by-step guide on how to integrate SAP Success Factors with GoodTime

Permissions Needed to Establish Integration:

To integrate SAP Success Factors with GoodTime, the user performing the OAuth Integration for the first time must have the following permissions in SAP Success Factors:

Recruiting Permissions:

- OData API Create/Update Interview Central
- OData API Application Export
- OData API Candidate Export
- OData API Job Requisition Export
- OData API Create/Update Interview Central

Manage Integration Tools:

- Manage OAuth2 Client Applications
- OData API SAML2 Setting

Permission Roles are managed through the “Manage Permission Roles” page. If you are an Admin user in SAP Success Factors searching for "Manage Permission Roles" on the search bar should display the following menu item:



It's mandatory that the user establishing the integration have all the above-mentioned permissions to correctly establish the SAP Success Factors + GoodTime Integration. The screenshot below demonstrates Permission Roles affecting multiple users. By clicking each of these items, users can see whether they do or don't have a specific permission. Please validate that your integration user has all necessary permissions before moving to the next integration step.

Permission Role List

Different users should have different access to the information in the application. A role controls the access rights a user (or a group) has to the application or employee data. Each role has its own set of access permissions that you define. You can also limit exactly what a group can access.

Type role name...

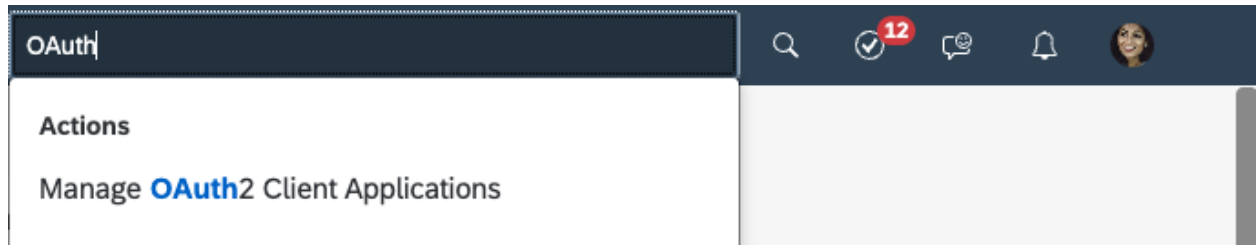
[Switch to the Latest Role-Based Permissions](#)

Permission Role	User Type	Description	Status	RBP-Only	Created From	Last Modified	Action
api		api access	ACTIVE	<input type="checkbox"/>		2022-11-08	Take action
iES-Integration Scenarios		Permissions required for SAP integrated scenarios	ACTIVE	<input type="checkbox"/>		2022-10-15	Take action
On-Site Supervisor		On-Site Supervisor	ACTIVE	<input type="checkbox"/>		2022-10-15	Take action
Sandbox - MSS (DE)		Manager Self Service	ACTIVE	<input type="checkbox"/>		2022-10-15	Take action
Sandbox - MSS		Manager Self Service	ACTIVE	<input type="checkbox"/>		2022-10-15	Take action
MSS		Manager Self Service	ACTIVE	<input type="checkbox"/>		2022-10-15	Take action
Apprentice		Apprentice	ACTIVE	<input type="checkbox"/>		2022-10-15	Take action
Apprentice Supervisor		Apprentice Supervisor	ACTIVE	<input type="checkbox"/>		2022-10-15	Take action
Sandbox - System Admin		System Admin	INACTIVE	<input type="checkbox"/>		2022-10-15	Take action
Employee Self Service		Users can view and modify their employee and development info	ACTIVE	<input type="checkbox"/>		2022-10-15	Take action

OAuth workflow:

GoodTime uses OAuth 2 to authenticate SuccessFactors users securely. To Authenticate your org with GoodTime, you must set up a new OAuth 2 Client from within the ATS. In this section, we present the instructions on how to do this.

1. Create a new OAuth2 Client Application
From the ATS homepage, search for “OAuth”, and click the option “Manage OAuth 2 Client Applications”.



2. Create a new Client Application by clicking the "Register Client Application" button.
3. Fill in the form, making sure the “Application URL” corresponds to your SuccessFactors instance API URL, ending with the “/oauth/token” path. If you don’t know your API URL, see [these SAP support docs](#).

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Manage OAuth2 Client Applications

Register a new OAuth Client Application(* Required Fields)

Company	<input type="text"/>
*Application Name	<input type="text" value="GoodTime"/>
Description	<div><div>The GoodTime App</div><div></div></div>
*Application URL	<input type="text" value="https://[redacted].successfactors.com/oauth/token"/>
Bind to Users	<input type="checkbox"/>
User IDs	<input type="text"/>
*X.509 Certificate	<div><div></div><div></div></div>
<div><div>1. First, generate a new Certificate</div><div>2. Then, Register the new Client Application</div></div>	
<div><div><div>Generate X.509 Certificate</div><div>Download</div></div><div><div>Register</div><div>Cancel</div></div></div>	

- After filling in the fields, generating the certificate, and clicking “Register” as the previous screenshot demonstrates, your created Client Application should look like the screenshot below.

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Manage OAuth2 Client Applications

View an existing OAuth Client Application

Company	<input type="text"/>
Application Name	<input type="text" value="GoodTime io"/>
Description	<input type="text"/>
API Key	<input type="text" value="Zjkyh...2MQ"/> Save this API Key
Application URL	<input type="text" value="https://...successfactors.com/oauth/token"/>
Bind to Users	<input type="checkbox"/> Save the Certificate
User IDs	<input type="text"/>
X.509 Certificate	<div><div></div><div>V6RUUpNQWNHQTfVRUNCTUFNUWt3QndZRFZRUUhFd0F4Q1RBSEJnTIZCQW9UQURFSk1BY0dBMVVFQ3hNQU1S RXdEd1IEVIFRREV3aEhiMjlrVkdSdFpUQWVGdzB5TWpFeE1qVXhOakV6TIRGYU23MHINekV4TWpVeE5qRXpOVEZht UV3eEN6QUpCZ05WQkFZVEFsVIRNUWt3QndZRFZRUUIFd0F4Q1RBSEJnTIZCQWNUQURFSk1BY0dBMVVFQ2hNQ U1Ra3dCd1IEVIFRTEV3QXhFVEFQqmdOVkBTBTRDRWR2YjJSVWFxMmVxNSUICSWpBTKJna3Foa2lHOXcwQkFRRU ZBQU9DQVE4QU1JSUJDZ0tDQVFFQWoyUkxjMjlxWUcwRVA2T05UMUR2UFRDNFF0a0lndmFzNzk3ZzczdjBzc2xWS1 FJaFoaMXBjN2ZFYUoXdvKSmF1cnRKYXVxbTlTEICl09vkiIMDRvQ3ROQUoXcUjXRE0yUWwRYv9DNXIXWDFvSiM SGJOSjBDA2ZMK2RpYVpTK0YwdmRtIEZZM3kvMFFtTjB1dGJjQ1pmM3ZiVHNHYnJKREM4bmV1ajNTYVhTb085MVU0 d3RvanVldmV2TnREa3I3aW1LeHFRB2p4cy94a1F1M25YTxiEums0Wmg5UnA3Y0JHVk5TVGdSOWIFdmFoYnlnWnA3S IRvRIN6TWlrcGNxeEIGR1VCZVdiaEbiekFBSihUjIEQVEBQk1BMEdDU3EhU0iM0RRRLUCQVA/BQTRIQkERO0lpUGd UMzaTc3YUFWoUFueStxUksvSHNJaThTbnFQek51UjFhL3VZV0ZES2hjbE55ekFLTIVEWFdJcWJKVjMxZ2JyU3ZDWWt oSExEdjB1T0NLsgNUS2RZR29SWnpnUHRsQk9RY05kMllieUo0c3RXY3NQn3hXdhNVaVBwOU9lb2xLNUVYdWMVnN</div></div>

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- Make sure you save the generated **API Key**, and the generated **Certificate**
- Share the following information with the GoodTime Professional Services Integration team in order for us to establish your integration between GoodTime and your SAP Success Factors account:
 - Company ID: the ID of the company in the SuccessFactors ATS
 - API Key: the API key available in the OAuth2 Client Application (step 4 screenshot)

3. Token URL: the “Application URL” field available in the OAuth2 Client Application (step 4 screenshot)
4. X.509 Certificate: the certificate generated in the OAuth2 Client Application (step 4 screenshot)
5. API User ID: the ID of the user with the API permissions who generated the certificate for the Client Application

Data synced back to SAP Success Factors from GoodTime:

Interview details that will appear within the SAP Success Factors candidate profile when an interview is scheduled via GoodTime are:

- Interview Date & Time
- Name of Interviewer(s) scheduled.