

Technical Integration Design for Seamless Data Exchange between Taleo and Sterling

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Abstract: *This proposal describes a technical integration design to facilitate the seamless exchange of data between Taleo, a talent management system, and Sterling, a background check system. The primary objective of this integration is to automate the handling of custom fields in Taleo and transmit their values to Sterling for background checks.*

Keywords: Taleo, Sterling, Integration, Custom Fields, OVI (Oracle Validated Integration), Background Checks (BGC), Automation, Custom Scripts, TCC Mechanism (Taleo Connect Client), Data Exchange, Seamless Integration, Technical Integration, Career Portals

1. Introduction

The proposed technical integration aims to establish a robust connection between Taleo, a talent management system, and Sterling, a background check system. The key objective is to enable the seamless exchange of data, with a particular focus on handling custom fields within Taleo.

2. Proposed Integration Plan

a) Use of Standard OVI Integration

The proposed integration strategy relies on the utilization of the standard Oracle Validated Integration (OVI) to connect Taleo and Sterling for background checks. The adoption of OVI as the integration framework is a widely accepted industry practice.

b) Custom Field Handling

Given that OVI integration exclusively accepts standard fields from Taleo, the proposal suggests the induction of custom field values into the standard fields structure. This process involves the mapping and insertion of custom data into the standard fields of Taleo.

c) Transmission of Custom Values Through OVI

To enable the transmission of custom field values, the proposal outlines the use of OVI and its delivered web services to forward data to Sterling. OVI serves as the conduit responsible for data transmission between Taleo and Sterling.

d) Sterling Script Adjustments

Sterling is expected to make the necessary modifications to its intake scripts to accommodate and process the incoming custom field values. This adjustment may require script alterations to ensure the correct reception and handling of custom field data.

e) Collaboration with Sterling

Sterling has expressed a willingness to collaborate and has indicated readiness to make essential script changes that will facilitate the integration process.

3. Technical Integration Design Proposal

a) Incorporating Custom Fields from Taleo Career Portals

The proposed integration seeks to transmit custom field values, such as work experience and references, from Taleo's career portals to Sterling for the purpose of background checks.

b) TCC Mechanism (Taleo Connect Client)

The Taleo Connect Client (TCC) will be deployed to create custom scripts to manage data integration. The proposal outlines two TCC scripts:

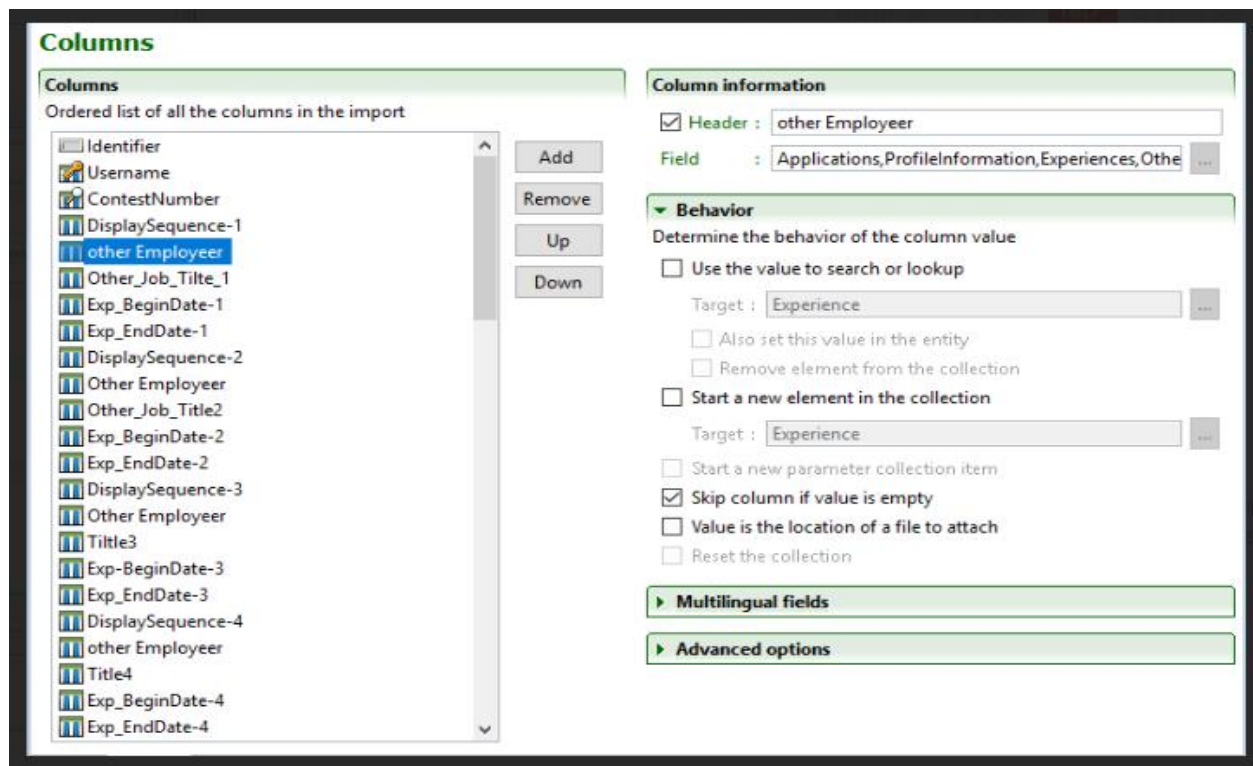
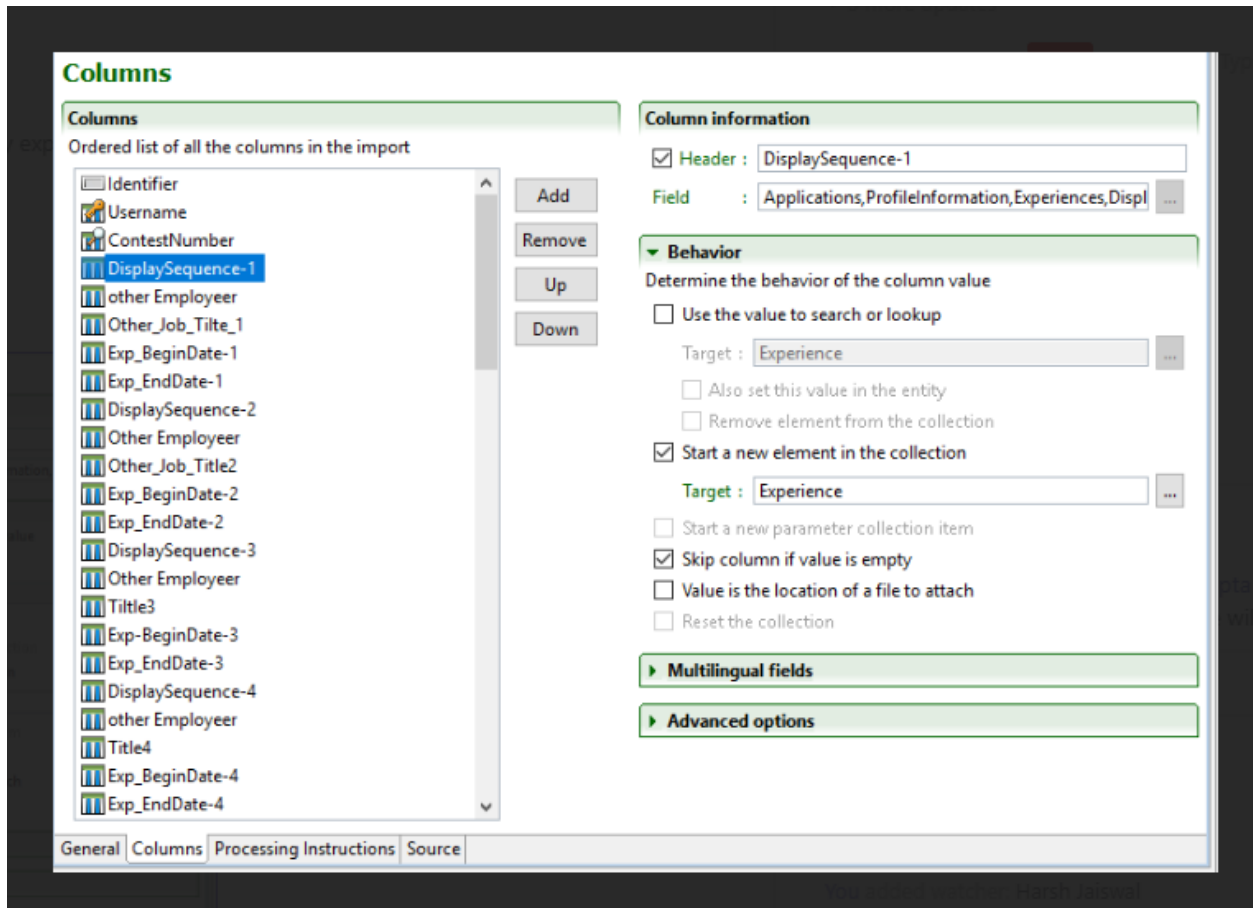
- **Export Script:** This script is designed to identify and export custom field data from Taleo, including identifiers for data location, headers for context, and target fields for storing the exported data.
- **Import Script:** The Import Script is tasked with receiving the data exported by the Export Script and inserting it into the standard fields within Taleo, which have been designated for Sterling. This script incorporates identifiers, headers, and target fields to ensure precise data mapping.

4. Business Process Workflow

- 1) The initiation of the background check process (BGC) for a specific candidate in Taleo is carried out by the recruiter or talent acquisition team.
- 2) The proposed integration plan includes the preliminary step of populating custom field data into the standard fields of Taleo, ensuring that the data is "READY FOR EXCHANGE."
- 3) Following the initiation of the background check, OVI plays a crucial role in seamlessly extracting the custom values from Taleo and forwarding them to Sterling.
- 4) Upon receipt, Sterling undertakes the completion of the background check process and proceeds to update the BGC results in Taleo through the standard OVI integration.
- 5) The proposed integration aims to achieve a fully automated background check process, with the status of the checks accurately reflected in Taleo, eliminating the need for manual intervention.

5. TCC Script Development

- 1) Export Script: This script is tailored to identify and export custom field data from Taleo, incorporating identifiers for data location, headers providing context, and target fields for data storage.
- 2) Import Script: The Import Script is designed to receive the data exported by the Export Script and insert it into the standard fields in Taleo designated for Sterling. The script encompasses identifiers, headers, and target fields to ensure precise data mapping and insertion.



Use Merge for writing the Import Script: Sample Script to importing custom variables to Standard fields

```
<?xml version="1.0" encoding="UTF-8"?>
<load:load productCode="P0101" mode="http://www.taleo.com/ws/tee500/2009/01" root="Candidate" operation="merge" locale="en" header="true" delimiter="," quote="&quot;"
xmlns:load="http://www.taleo.com/ws/integration/load">
  <load:columns>
    <load:column type="IDENTIFIER" header="Identifier" path=""/>
    <load:column parameter="1" type="DATA" header="Username" path="Credentials,Username" searchType="SEARCH_AND_VALUE" searchTarget=".." localeType="NONE"/>
    <load:column parameter="1" type="DATA" header="ContestNumber" path="Applications,Requisition,ContestNumber" searchType="SEARCH" searchTarget=".." entityMarker="true" entityTarget="."
localeType="NONE"/>
    <load:column parameter="1" type="DATA" header="DisplaySequence-1" path="Applications,ProfileInformation,Experiences,DisplaySequence" entityMarker="true" entityTarget="." ignoreEmpty="true"
localeType="NONE"/>
    <load:column parameter="1" type="DATA" header="Other Employer" path="Applications,ProfileInformation,Experiences,OtherEmployerName" ignoreEmpty="true" localeType="NONE"/>
    <load:column parameter="1" type="DATA" header="Other Job Title-1" path="Applications,ProfileInformation,Experiences,OtherJobTitle" localeType="NONE"/>
    <load:column parameter="1" type="DATA" header="Exp BeginDate-1" path="Applications,ProfileInformation,Experiences,BeginDate" ignoreEmpty="true" localeType="NONE"/>
    <load:column parameter="1" type="DATA" header="Exp EndDate-1" path="Applications,ProfileInformation,Experiences,EndDate" ignoreEmpty="true" localeType="NONE"/>
    <load:column parameter="1" type="DATA" header="DisplaySequence-2" path="Applications,ProfileInformation,Experiences,DisplaySequence" entityMarker="true" entityTarget="." ignoreEmpty="true"
localeType="NONE"/>
    <load:column parameter="1" type="DATA" header="Other Employer" path="Applications,ProfileInformation,Experiences,OtherEmployerName" ignoreEmpty="true" localeType="NONE"/>
    <load:column parameter="1" type="DATA" header="Other Job Title-2" path="Applications,ProfileInformation,Experiences,OtherJobTitle" localeType="NONE"/>
    <load:column parameter="1" type="DATA" header="Exp BeginDate-2" path="Applications,ProfileInformation,Experiences,BeginDate" ignoreEmpty="true" localeType="NONE"/>
    <load:column parameter="1" type="DATA" header="Exp EndDate-2" path="Applications,ProfileInformation,Experiences,EndDate" ignoreEmpty="true" localeType="NONE"/>
    <load:column parameter="1" type="DATA" header="DisplaySequence-3" path="Applications,ProfileInformation,Experiences,DisplaySequence" entityMarker="true" entityTarget="." ignoreEmpty="true"
localeType="NONE"/>
  </load:columns>
</load:load>
```

6. Conclusion

The ultimate objective of the proposed technical integration is to automate the exchange of data between Taleo and Sterling, particularly the transmission of custom field data. This automation is intended to streamline the background check process and eliminate the need for manual data entry or intervention. The central role of the TCC scripts is pivotal in realizing this automation.

References

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