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Question: 1

Which Winston AI capability supports candidates in real-time with conversational AI?
Choose the answer.

A. Winston Screen
B. Winston Match
C. Winston Chat
D. Winston Companion

Answer: C

Explanation:
Winston Chat provides real-time conversational AI support for candidates, allowing them to ask
questions, explore roles, complete applications, and get updates through a chat interface.
It replaces traditional forms with a conversational experience where candidates interact with the system
like chatting with a recruiter.

Question: 2

Which of the following is a filter option available in the SmartRecruiters Marketplace?
Choose the answer.

A. Candidate Location
B. Employee Count
C. Integration Costs
D. Years in Business

Answer: C

Explanation:
In the SmartRecruiters Marketplace, users can filter partners and integrations using several criteria such
as:
• Star Rating
• Languages
• Data Centers
• Target Customer Size
• Integration Costs
Among the options provided in your question, Integration Costs is the actual filter available in the
Marketplace.

Question: 3

Why is assigning roles and permissions important when creating user accounts in SmartRecruiters?
Choose the correct answer.

A. To ensure users can access all features of the platform, regardless of their job function.
B. To allow users to customize the SmartRecruiters interface with their preferred color scheme.
C. To provide each user with the appropriate level of access for their job while maintaining data security.
D. To automatically send birthday greetings to all users within the system.

Answer: C

Explanation:
Assigning roles and permissions in SmartRecruiters ensures that:
• Users have access only to the features and data they need for their job function
• Sensitive candidate and company information remains secure
• The platform operates efficiently by restricting unnecessary access

Question: 4

Which of the following is a best practice for managing Access Groups in SmartRecruiters?
Choose the correct answer.

A. Assign overlapping permissions to ensure users have access to all necessary data.
B. Use generic names for Access Groups to maintain consistency.
C. Regularly review Access Groups to ensure they align with the organization's needs.
D. Avoid documenting Access Group policies to prevent confusion.

Answer: C

Explanation:
Best practices for managing Access Groups in SmartRecruiters include:
• Regularly reviewing Access Groups to ensure permissions reflect current business needs
• Updating groups as roles and organizational structure change
• Ensuring proper data security and compliance

Question: 5

In a job widget, selecting internal or both internal/public ads results in:
Choose the correct answer.

A. Internal ads being automatically hidden.

B. The widget source is becoming locked.
C. A security token being generated and added to the widget code.
D. A limit of five jobs displayed.

Answer: C

Explanation:
When providing a referral's information directly to a job in SmartRecruiters, the system requires:
1. Candidate's first and last name – To properly identify and track the referral.
2. Valid email address – To send notifications and allow the candidate to apply.
3. Resume – To provide the recruiter with the candidate's qualifications and experience.

Question: 6

Your company wants to ensure that all candidates applying for a job in the Customer Service department have excellent communication skills. How can you achieve this using question sets in SmartRecruiters?
Choose the correct answer.

A. By creating a question set with communication-related questions and assigning it to jobs in the Customer Service department.
B. By sending individual emails to each candidate to assess their communication skills.
C. By relying solely on the candidate's resume to determine their communication skills.
D. By skipping the screening process and assessing communication skills during the interview.

Answer: A

Explanation:
Using SmartRecruiters, question sets are designed to screen candidates automatically during the application process. You can create a set of questions focused on communication skills (for example: writing responses, scenario-based questions, or language proficiency) and attach that question set to Customer Service job postings. This ensures every applicant is evaluated consistently before moving forward in the hiring pipeline.

Question: 7

What SmartRecruiters setting allows approvers to transfer their approval responsibility to another user?
Choose the correct answer.

A. Approver Access to the Offer
B. Authentication Setting
C. Organizational Field Application
D. Delegate Approver on the Offer

Explanation:
In SmartRecruiters, the Delegate Approver feature allows an approver to transfer their approval responsibility to another qualified user. This is useful when:
• The original approver is unavailable due to leave or schedule conflicts.
• Ensuring that the approval workflow continues without delays.

Question: 8

What is the shared responsibility of hiring teams when using SMS for communication?
Choose the correct answer.

A. To understand and follow local messaging laws.
B. To ensure candidates have the latest version of SmartRecruiters.
C. To provide candidates with a list of interview questions.
D. To track the success rate of different SMS campaigns.

Answer: A

Explanation:
When using SMS for candidate communication in SmartRecruiters, hiring teams share the responsibility to:
• Comply with local laws and regulations regarding text messaging, such as consent, privacy, and opt-out requirements.
• Avoid potential legal issues or complaints related to unsolicited or non-compliant messages.

Question: 9

You are creating a drip campaign in SmartRecruiters and want the second email to be sent to prospects who have not opened the first email after 3 days. Which trigger should you use?
Choose the correct answer.

A. Email sent
B. Has opened the email
C. Immediately
D. Has not opened the email

Answer: D

Explanation:
The "Has not opened the email" trigger ensures follow-up emails are sent only to prospects who did not engage with the first email, enabling effective drip campaigns.

Question: 10

Which of the following actions can an administrator perform using Delegated Scheduling Preferences?
Choose the correct answer.

A. Override user-defined scheduling preferences.
B. Set company-wide default scheduling preferences.
C. Automatically schedule interviews without any user input.
D. Delete user accounts.

Answer: B

Explanation:
In SmartRecruiters, Delegated Scheduling Preferences allow administrators to define default scheduling settings for the company. This ensures that all users have a consistent baseline for interview scheduling, such as time zones, meeting lengths, and buffer times, while still allowing individual users to adjust their personal preferences if needed.

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