Feature Scope Description for SAP SuccessFactors Opportunity Marketplace

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1 About This Document

This document describes the features that are available in SAP SuccessFactors Opportunity Marketplace. The availability of some of the features may depend on your license agreement with SAP.

To illustrate integration with other SAP offerings, the product documentation on SAP Help Portal might include references to features that are not included with SAP SuccessFactors Opportunity Marketplace. Features that are not included in this feature scope description might require a separate license.

> **i** Note
>
> This document does not include any information about:
>
> - Packages and pricing available for SAP SuccessFactors Opportunity Marketplace. For more information, see SAP Discovery Center.

2 Features

This specifications document describes key features and functionalities of SAP SuccessFactors Opportunity Marketplace solution, as of the 1H 2025 release. This solution is named as SAP SuccessFactors Opportunity Marketplace.

The following features are available for SAP SuccessFactors Opportunity Marketplace:

- **Opportunity Recommendations & Search**
- **Manage Experiential Opportunities (Assignments)**
- **Manage My Opportunities**

Opportunity Recommendations & Search

With Opportunity Marketplace, employees can explore opportunities to plan their individual growth journey. Based on personalized recommendations and a powerful search engine, employees can browse all available opportunities to choose the ones that are best for them, meeting their interests and development aspirations.

Key Feature	Description
Opportunity recommendations	Explore opportunities from experiential opportunities (Assignments), Learning, Career Roles, Mentoring and internal job postings with personalized opportunity recommendations. Opportunity Marketplace includes recommendations and search results from various connected SuccessFactors sources: • SuccessFactors Opportunity Marketplace Assignments • SuccessFactors Learning[1] • SuccessFactors Career Development[2] • SuccessFactors Recruiting[3]
Assignment recommendations	Users receive personalized recommendations about stretch assignments, fellowships, agile projects, gigs and more to achieve a common task, solve a problem, collaborate to achieve something together and bring skills to practice.

[1] Customers must subscribe to SuccessFactors Learning to take advantage of the respective content for recommendations in Opportunity Marketplace

[2] Customers must subscribe to SuccessFactors Succession & Development to take advantage of the respective content for recommendations and search results in Opportunity Marketplace

[3] Customers must subscribe to SuccessFactors Recruiting and be using internal job postings, to take advantage of the respective content for recommendations in Opportunity Marketplace.

Key Feature	Description
	Customers define which types of experience programs and work assignments are offered by way of simple configuration in Admin Center. Users can review the required skills and competencies, duration, organizational information, and subsequently apply. Assignment recommendations can be rule-based recommendations or AI/ML- based recommendations.[4]
Learning recommendations	Users receive recommendations about courses, programs, and curricula from SuccessFactors Learning. This includes peer recommendations, admin recommendations and intelligent recommendations based on machine learning.
Career Role recommendations	Users receive personalized recommendations about career roles, which are based on suggested roles as in career worksheet recommendations, or AI driven recommendations as in career explorer. They can review job profile descriptions and required competencies. They can start their personal gap analysis via the integration with Career Worksheet and plan their development actions.
Mentoring recommendations	Users receive personalized recommendations about Mentorship programs and mentors that match their development needs. Users can also choose to become a mentor themselves, to pass on their knowledge to others and live their strengths.
Recruiting recommendations	Users receive personalized recommendations about internal job postings from SuccessFactors Recruiting. Internal job posting recommendations can be rule-based recommendations or AI/ML- based recommendations.[5]
Search for opportunities	A keyword search across opportunities helps users to find opportunities that match their keyword across connected content sources and available opportunities.
Bookmark opportunities	While browsing recommendations and search results, users can bookmark any opportunity so they can revisit it

[4] Machine learning-based recommendations are only available if related pre-requisites are met.

[5] Machine learning-based recommendations are only available if related pre-requisites are met.

Key Feature	Description
	again later, before having to take any action like signing up for a course or mentorship program.
Mobile (iOS and Android)	User can see recommended opportunities, search for opportunities, apply opportunities and receive notifications via the SuccessFactors mobile app.

Manage experiential opportunities (Assignments)

"Assignments" help organizations to provide and manage short-term work assignments, fellowships, agile projects, gigs or more to achieve a common task, solve a problem, or learn and practice new skills and experiences. It is an essential foundation for an internal mobility culture – providing ways to live your passions and gather new experiences via "learning by doing".

Authorized project managers and employees can publish assignments (projects, gigs, fellowships etc.), review and choose applicants with the best fit and handle the staffing process for accomplishing work together.

Key Feature	Description
Configuration of assignment types	Admin users can set up the types of "experiential learning" experiences they want to manage with Assignments and define their validity and attributes.
Create assignments	Permissioned users can create new assignments, save them as draft, and publish them. Customers can control which users are allowed to create which types of assignments.
Apply for assignments	Permissioned users can apply for an assignment that they have found via best-match recommendations, browsing through all recommendations, and searching. Customers can control which users are allowed to apply for which types of assignments.
Review and hire applicants	Assignment owners can review applicant profiles and send an offer to the preferred applicant. They can also withdraw an offer if there are any changes. Non-preferred applicants can be rejected. Assignment owners can also close the hiring to review the applicants and restart the hiring again after they are completed.
Receive notifications	Various events can trigger notifications to assignment owners, applicants, and the line managers of both roles. Customers can activate select notifications that match their business requirements.

Key Feature	Description
Approval Workflow	An approval workflow can be activated for getting approval from an applicant's manager when confirming an assignment offer. Advanced workflows can be configured and added for posting assignments, applying for an assignment, or accepting an offer.
AI-Assisted Writing for Assignments and AI-Assisted Assignment creation	Use of this AI feature requires the purchase of SAP AI Units and is subject to separate documentation. Please review the **SAP AI Services List** in Cloud Service Specifications for details.
Mobile (iOS and Android)	Assignment owners can create new assignments and review previously created assignments and their candidates via the mobile app. Employees can see recommended assignments, search for assignments, apply for assignments and receive notifications via the mobile app.

Manage My Opportunities

Manage and review opportunities to track progress and continue the individual growth journey.

Key Feature	Description
Track my opportunities	The "Track my opportunities" page helps users to keep track of their personal development journey: they can review and filter by all the opportunities that they have selected, enrolled in, or applied for, manage progress, and continue to take action.
Manage My Offerings	The "Manage my offerings" page helps to manage opportunities that the user is offering himself, such as created Assignments. Users can create new offerings and manage already created ones.

Pre-requisites

To leverage Opportunity Marketplace, customers must activate Talent Intelligence Hub or Job Profile Builder.

For leveraging Machine learning-based recommendations, related pre-requisites need to be met.

3 Service Availability

This section describes the service availability aspects.

Availability Aspect	Description
Regions	See SAP Discovery Center
Infrastructure Regions	We run on several underlying Infrastructure-as-a-Service technologies and regions. Some are owned by SAP, and some are owned by our partner infrastructure providers, including Microsoft Azure, Google Cloud Platform, and Converged Cloud (SAP)
Availability	Service Availability is a customer contractual commit that is pegged at 99.7% This would imply that our services / product will be available for the customer to use with an uptime of our Core Product for ≥ 99.7% of the times SAP Trust Center is the trusted document reference for SLA which is also visible to the customers SERVICE LEVEL AGREEMENT FOR CLOUD SERVICES
Environments	Cloud Foundry environment.
Languages	The web-based administration user interface is available in the following languages: • Arabic • Bulgarian • Catalan • Chinese (China - simplified) • Chinese (Taiwan) • Croatian • Czech • Danish • Dutch • English (Great Britain) • English (United States of America) • Estonian • Finnish • French (France) • French (Canada) • German (Germany) • German (Switzerland) • Greek • Hebrew • Hindi • Hungarian • Indonesian • Italian • Italian (Switzerland) • Japanese • Korean

- Latvian
- Lithuanian
- Malay
- Norwegian
- Polish
- Portuguese (Brazil)
- Portuguese (Portugal)
- Romanian
- Russian
- Serbian (Latin)
- Slovak
- Slovenian
- Spanish (Spain)
- Spanish (Mexico)
- Swedish
- Thai
- Turkish
- Ukrainian
- Vietnamese
- Welsh

The SAP SuccessFactors documentation on SAP Help Portal is available in the following languages:

- English

Accessibility	SAP SuccessFactors' design and development guidelines for its software cover the Web Content Accessibility Guidelines 2.1 Level A and AA, US Section 508, and the EN 301 549 Chapter 9, 10 and 11. Additional accessibility information can be found in our Customer Success Accessibility Hub.

4 Security, Privacy and Compliance

SAP fosters trust through responsible actions in the context of security, privacy, compliance, and transparency. We build secure-by-design solutions, help you meet regulatory and compliance requirements, collect and process personal data lawfully. SAP SuccessFactors Recruiting ensures cloud compliance, security and privacy at multiple levels.

Security

SAP protects businesses' applications and data by building, running, and maintaining more-secure operations.

See our security measures to help protect your data's integrity, availability, and confidentiality and explore security products and services from SAP here.

SAP is committed to delivering trustworthy products and cloud services. Secure configuration is essential to ensuring secure operations and data integrity. We have therefore documented security recommendations that are consolidated in this one place to help you configure the best in security for your SAP portfolio. You can access the SAP SuccessFactors HCM Suite Security Recommendations here.

Privacy

SAP SuccessFactors Recruiting follows SAP's global Data Protection and Privacy (DPP) guidelines. You can find more information on the guidelines here.

SAP constantly improves upon Technical and organizational measures (TOMs) for Cloud Services to protect the data we process on behalf of customers against unauthorized access, change, or deletions.

Furthermore, you can access the Data Processing Agreement for Cloud Services (DPA) for your region here.

You can also access our Data Transfer Fact Sheets and Sub-processor lists here.

Additionally, you can learn about data protection and privacy capabilities available in the SAP SuccessFactors HCM Suite here.

Compliance

At SAP, we keep our finger on the pulse of ever-increasing security challenges by building a security foundation based on industry standards and compliance and regulatory requirements. View SAP's latest security compliance offerings and reports.

To access our Certificates, Reports, and Attestations, please visit our SAP Compliance Offerings.

Visit My Trust Center

My Trust Center, an area within SAP Support Portal for SAP Trust Center, extends the public offering by granting access to additional documentation available only to SAP customers and partners with a valid SAP user ID. You can access My Trust Center here.

5 Browser Support

Overview of the browser support.

For the UIs of the service, the following browsers are supported on Microsoft Windows PCs and, where mentioned below, on macOS:

Browser	Versions
Google Chrome	Latest version
Mozilla Firefox	Latest version
Microsoft Edge	Latest version **i Note** Internet Explorer 11 or lower versions are not supported.
Safari	Latest version (for macOS only)

For additional information, please view our Desktop Browsers and Browser Configuration Requirements support page.

For mobile browsers:

Browser	Versions
Google Chrome for Android	Latest version
Google Android default browser	Latest version
Safari for iOS	Latest version (for macOS only)

For additional information, please view our Mobile Browser support page.

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Bias-Free Language

SAP supports a culture of diversity and inclusion. Whenever possible, we use unbiased language in our documentation to refer to people of all cultures, ethnicities, genders, and abilities.

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