Degreed Implementation Consultant – Panel Interview Scenario

Scenario: A client is provisioning users in Degreed via a sFTP Flat File Integration. In addition to standard user data (name, UniqueID, email, etc) the client is sending Degreed the following metadata/attributes for each user:

- Department
- Hire Date
- Office Location
- Business Unit
- PeopleManager (Y/N)

The client would like to use the above attribute data to automate users' enrollment in Groups within Degreed.

Client Requirements:

- Enroll all employees in an "All Hands" company Group
- Enroll employees in groups based on their business unit
- Enroll PeopleManagers in a Leadership Development Group
- Use metadata about users' Office Locations to enroll users into groups based on the company's formal Geographic regions (the 4 groups are APAC, EMEA, LATAM, NAMER)

Degreed Product Feature: The attached business rule template can be used to write logic statements to automate users' enrollment in groups. If users meet the criteria defined in the business rule, they will be enrolled in a group. If users do not meet the criteria, they will not be enrolled in the group. If a user previously met the criteria for a given group, but no longer does, they will be removed from any previous group they were enrolled in via a business rule.
In the business rules template, the "if" columns should contain attribute column name values from the user file. "Op1" and "Op2" can either be <, >, =, ≥ or ≤. You do not need to use both of the "Op1" and "Op2" columns in a single rule, but 1 is required. The Groups column should contain the name of the group you want to enroll users in based on the business rule. A "Y" value in the Delete column deletes a previous rule loaded into the system, a *null* value enters a new record or updates an existing one.

Prompt for Candidate: Suggest business rules to the client and draft them in the template to meet the criteria above. You can either draft some in advance of the meeting or do them with the client (there is no right or wrong way). Ask as many consultative questions as needed to understand what the client is trying to do and to ensure you are getting them the solution they need.