

Phase 7: Integration & External Access - Smart Recruiter Portal Report

1. Phase Objective

The objective of Phase 7 was to establish a secure and accessible external portal for job applicants. This was a critical step in streamlining the recruitment process by providing a self-service platform for candidates to view job openings, apply for positions, and track the status of their applications. The primary technology chosen for this integration was **Salesforce Experience Cloud**.

2. Integration & External Access Overview

Experience Cloud was leveraged to create a branded portal that extends core Salesforce functionality to external users (in this case, job applicants) without exposing the internal Salesforce org. The platform's native capabilities addressed several key requirements of this phase:

- **OAuth & Authentication:** Experience Cloud provides a robust authentication model for portal users. It automatically manages user logins and sessions, ensuring that applicants can securely access the

portal using their own credentials, which are tied to a Contact record within the Salesforce database.

- **Web Services (REST/SOAP) & Callouts:** The portal's front-end seamlessly interacts with Salesforce's back-end data. The platform's underlying architecture, built on REST and SOAP APIs, provides a foundation for any future integration needs, such as connecting to an external HR system or a third-party resume parser.
- **API Limits:** By utilizing a standard Experience Cloud license, the project benefits from Salesforce's pre-configured API limits, ensuring that the portal operates reliably at scale without impacting the primary Salesforce org's performance.
- **Platform Events & Change Data Capture:** These features were considered for future enhancements. By setting up Platform Events or CDC on the `Application` object, the system can automatically send real-time notifications to applicants about changes in their application status (e.g., from "Applied" to "Under Review"), providing a proactive communication channel.
- **Salesforce Connect:** While not used in the initial build, Salesforce Connect provides a clear path for future integration by allowing external data sources (e.g., a candidate database in a different system) to be surfaced within the portal without data migration.

3. Implementation Summary: The Applicant Portal

The core deliverable of this phase was the creation and configuration of the applicant portal. The following key steps were executed:

- **Experience Cloud Site Creation:** A new Experience Cloud site was provisioned using the **Build Your Own (LWR)** template to ensure a clean, performant, and customizable foundation.
- **Portal Page Development:**
 - **Job Openings Page:** A dynamic page was created using the **Record List** component to display a comprehensive list of available job openings directly from the Salesforce Job Opening custom object.
 - **Job Details Page:** A dedicated **Object Page** was designed to provide a single-source view of each job opening. This page utilized the **Record Detail** component to display job specifics.
 - **"My Applications" Page:** A personalized page was built using a filtered **Record List** component, ensuring that each logged-in applicant could only view their own submitted applications.
- **Flow-Based Application Process:** A robust **Screen Flow** was developed and embedded directly on the

"Job Details" page. This flow automated the application process by:

- Collecting applicant information (Name, Email, Resume).
- Creating a new Application record in Salesforce.
- Linking the new Application record to the correct Job Opening via a Combobox component.
- Linking the Application record to the applicant's Salesforce Contact record using the `$User.ContactId` global variable.
- **Security & Data Access Control:** The most critical step was the implementation of **Sharing Sets**. This was the primary mechanism to enforce data privacy and security, ensuring that external users could only view records (their own applications) that were directly related to their Contact record.

4. Conclusion

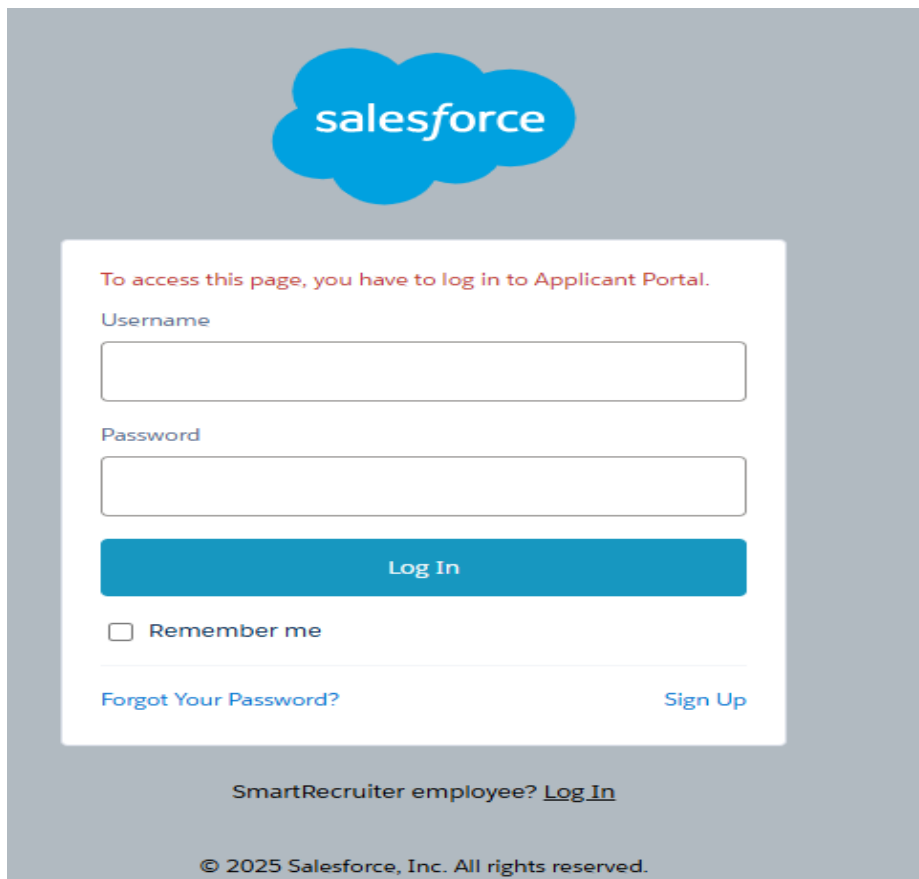
The successful implementation of the Experience Cloud portal marks the completion of the Integration & External Access phase. The project now has a secure, scalable, and user-friendly external interface. This platform not only meets the initial project requirements but also provides a strong foundation for future enhancements and further

integrations, positioning the "Smart Recruiter" project for continued success.

- Link the candidate Portal -> <https://smartrecruiter-dev-ed.develop.my.site.com/careerconnect/s>

Applicant Profile – Experienced Cloud

- Login Page



The image shows a login page for the Salesforce Applicant Portal. At the top, there is a blue cloud logo with the word "salesforce" in white. Below the logo, a message in red text states: "To access this page, you have to log in to Applicant Portal." The login form consists of two input fields: "Username" and "Password". Below these fields is a blue "Log In" button. Under the button is a checkbox labeled "Remember me". At the bottom of the form, there are two links: "Forgot Your Password?" on the left and "Sign Up" on the right. Below the form, there is a link for "SmartRecruiter employee? Log In". At the very bottom, the copyright notice "© 2025 Salesforce, Inc. All rights reserved." is displayed.

Sign Page

Applicant Portal

First Name

Last Name

Nickname

Email

Password

Confirm Password

Submit

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Home Page for Applicant Portal

HomeJob OpeningApplicationSupport

Q Search...

ishan

Job Opening

Application

Support

My Open Cases

Case Number	Contact Name	Subject	Status
00001002	Stella Pavlova	Seeking guidance on electrical wiring installation for GC5060	New
00001016	Edna Frank	Maintenance guidelines for generator unclear	New
00001024	Lauren Boyle	Design issue with mechanical rotor	New

View All

Quick Links

Link 1

Link 2

Link 3

Link 4

Job Opening - the page that contains all the Active Job Opening in the applicant portal.

HomeJob OpeningApplicationSupport

Q Search...

ishan

Job Openings

All

New

Printable View

Assign Label

5 items • Sorted by Job Opening Name • Filtered by All job openings • Updated a few seconds ago

Job Opening Name

1 software engineer

2 Software Developer

3 Front end Developer

4 Data Scientist

5 Data Analyst

Applicant List – Page Which contains all the applications of the same and different opening for the login user.

6 items • Sorted by Application Name • Filtered by All applications • Updated a few seconds ago

Q Search this list...

	<input type="checkbox"/> Application Name ↓	
1	<input type="checkbox"/> std-0005	▾
2	<input type="checkbox"/> std-0004	▾
3	<input type="checkbox"/> std-0003	▾
4	<input type="checkbox"/> std-0002	▾
5	<input type="checkbox"/> std-0001	▾
6	<input type="checkbox"/> a0TWU00001GjXVz	▾

Activate Windows

Job opening Details – It contains All the important details about the job opening and contains a screen flow that allow the user to submit the application for the opening directly to the company or organisation.

Application Creation

*Applicant Name

*Select a job opening

- ☐ software engineer
☐ Software Developer
☐ Front end Developer
☐ Data Analyst
☐ Data Scientist

Applicant Resume

Or drop files

*Applicant Email

Activate Windows

Go to Settings to activate Windows.

Next

Job Opening Name	software engineer	✎
Job Title ⓘ	software engineer	✎
Job Description ⓘ		✎
Required Skill Set & Certifications ⓘ		✎
Job Location ⓘ		✎
Employment Type ⓘ	Fulltime	✎
Experienced Required ⓘ		✎
No of openings ⓘ	100	✎
Application Deadline ⓘ		✎
Job Posting Date ⓘ		✎
Salary Rate		✎

Activate Windows

Go to Settings to activate Windows.