



SumTotal Talent Acquisition

Background Check Connector Administrator Guide

Last Updated: February 2020

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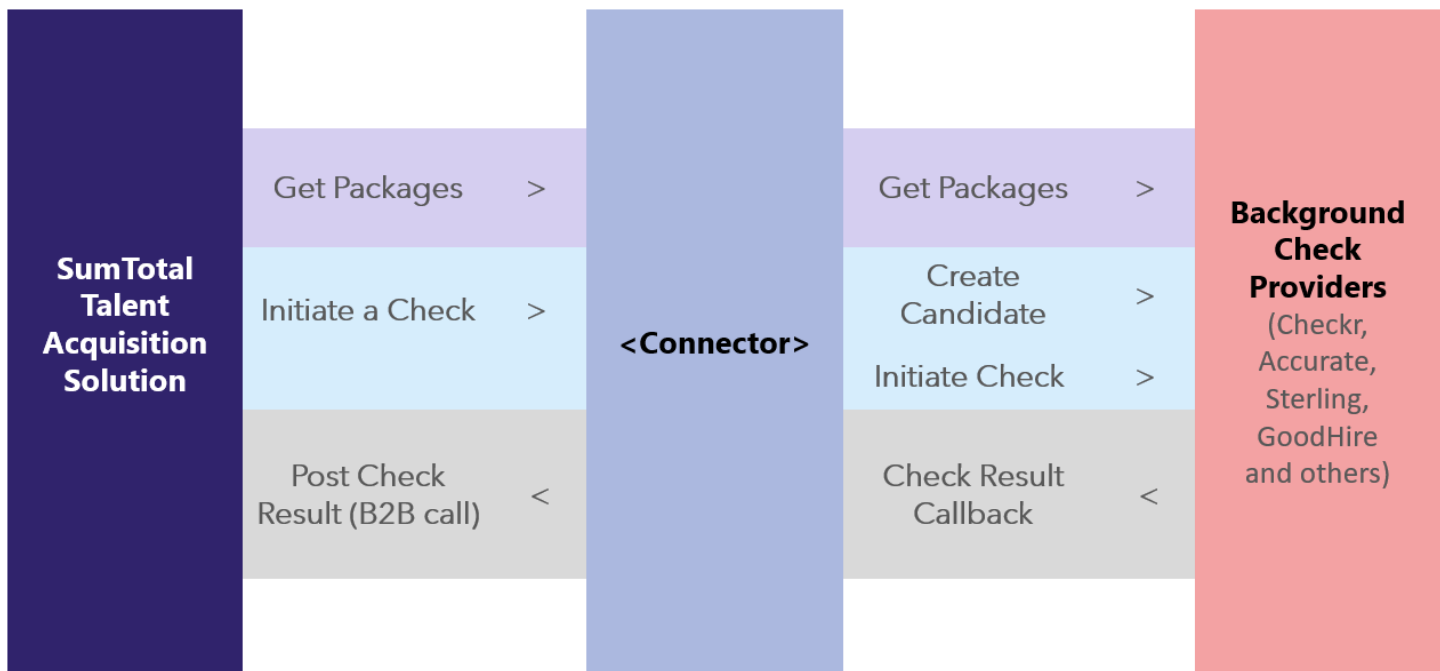
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Introduction

SumTotal's Background Check Connector Service provides the ability to integrate various Background Check service providers into the SumTotal application.



Prerequisites

1. SumTotal Recruiting Module License
2. License for your background check vendor of choice
3. Internal development team, agreement with SumTotal Professional Services, or a certified Partner prepared to integrate your vendor using the connector service.

Setup Guide

Before you can configure the connector to work with your background check provider, you must create an OAuth Client.

OAuth Configuration

1. Login in as an Administrator to your SumTotal Talent Acquisition Site.
2. Click on the Administration icon in the header menu.
3. Navigate to **Common Objects > Configuration > OAuth Configuration**.

Administration / OAuth Configuration

OAUTH CLIENTS

List of OAuth Clients

[+ Add](#)

Enabled	Client Id	PKCE	OAuth/OpenId	Offline Access	Access Token Type	Actions
<input checked="" type="checkbox"/>	Bgcheckconnector	x	OAuth	x	JWT	EDIT
<input checked="" type="checkbox"/>	PNClient123	x	OAuth	x	JWT	EDIT

4. Click **Add** to create a new OAuth Client

Client Id

Bgcheckconnector

Client Secret

.....

Allowed Grant Types

☐ Authorization Code

☒ Client Credentials

Settings

☒ Enabled

Access Token Lifetime (minutes)

120

Scopes

☒ allapis ☐ odataapis ☐ xapi:root ☐ xapi:readall ☐ xapi:writeall ☐ xapi:all ☐ xapi:read ☐ xapi:write

[CANCEL](#) [SUBMIT](#)

- a. Enter desired **Client ID**
- b. Enter secure **Client Secret**
- c. Select **Client Credentials** as the **Allowed Grant Types**
- d. Select desired **Scopes**:
 - i. **allapis** - Access SumTotal Rest APIs

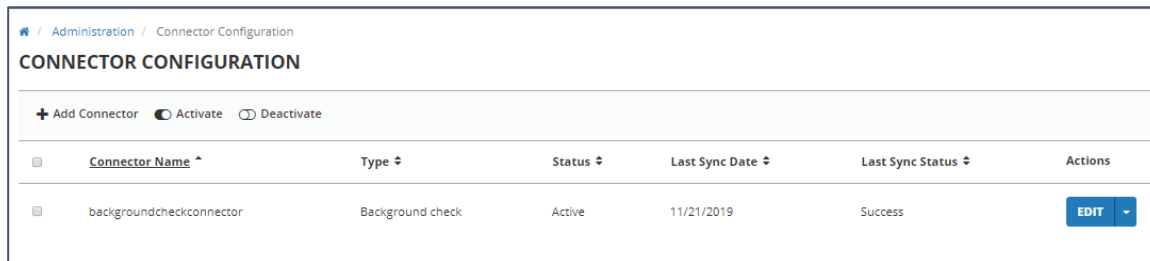
Note: If you use this client for other purposes, you may have additional scopes checked.

- e. Click **Submit**.

Connector Configuration

Once you've setup your OAuth configuration above, set your connector configurations.

1. Login in as an Administrator to your SumTotal Talent Acquisition Site.
2. Click on the Administration icon in the header menu.
3. Navigate to **Common Objects > Configuration > Connector Configuration**.



Administration / Connector Configuration					
CONNECTOR CONFIGURATION					
+ Add Connector <input type="radio"/> Activate <input type="radio"/> Deactivate					
<input type="checkbox"/>	Connector Name ^	Type ↕	Status ↕	Last Sync Date ↕	Last Sync Status ↕ Actions
<input type="checkbox"/>	backgroundcheckconnector	Background check	Active	11/21/2019	Success EDIT

4. Click on **Add Connector**.



CONNECTOR CONFIGURATION

Connector Name *

backgroundcheckconnector

Connector Secret Key *

.....

Type *

Background check

Connector Host Name *

https://sumtconnector.azurewebsites.net/checkr

☒ ACTIVE

OAUTH CONFIGURATION

OAuth Client *

connector_clientid

5. Under **Connector Configuration**, enter the following configurations:
 - a. **Connector Name:** Connector Id which was configured in the connector service project.
 - b. **Connector Secret Key:** Connector Id which was configured in the connector service project.
 - c. **Type:** This is the type of connector being used. Select **Background Check**.
 - d. **Connector Host Name:** This is the base URL endpoint for all the background check api's. This is provided by your vendor/development team.
 - e. Check the **Active** checkbox
6. Under **OAuth Configuration:**
 - a. Select the OAuth client in the dropdown menu that you configured above.
7. Click **Save**.

Note: Connector Host Name field needs complete route URL of the connector hosted environment ex: `https://connectorhostedbaseurl/ControllerName` (where the REST API call implemented in connector).

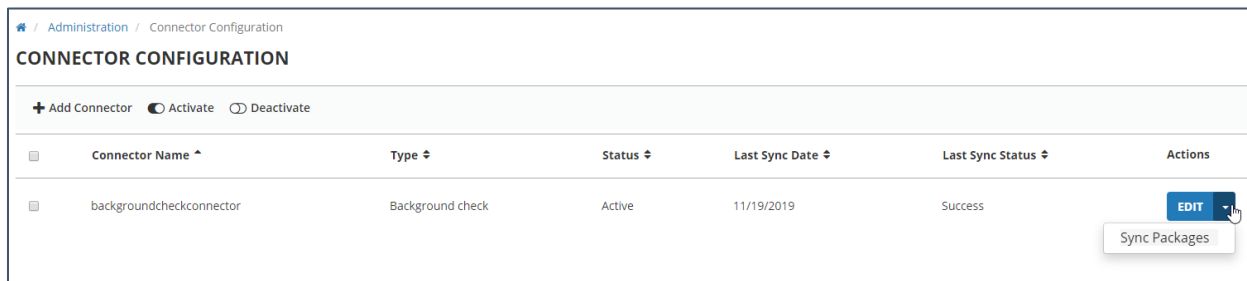
Sumtotal Talent Acquisition also supports intergration of multiple background check vendors with the current implementation of connetcor service solution but each connector service should have a different hosted environment.

Note: Multiple vendors using one hosted connector service is not supported. To avoid overly complex integrations, each vendor needs one hosted connector service.

Using Checks in the Application

After setting up the OAuth Configuration and Connector Configurations above, you need to synchronize the various background check packages available from your vendor.

The **Sync Packages** action brings those packages into the local system, making them available when working with candidates in Recruiting. Click on the **Sync Packages** action to send a request from the application to the connector service endpoint (**GetPackages**) and from there the connector will send a request to your vendor site and returns all the available packages.



Administration / Connector Configuration

CONNECTOR CONFIGURATION

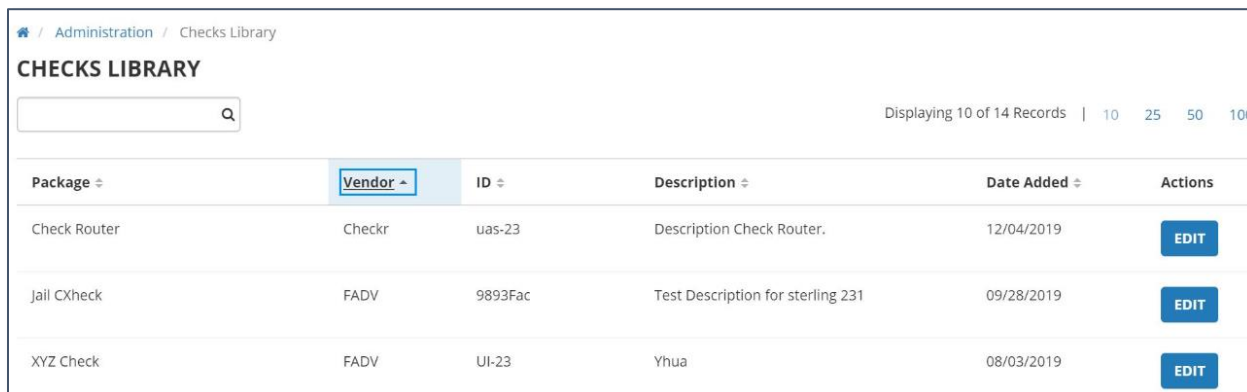
+ Add Connector ☒ Activate ☐ Deactivate

Connector Name ^	Type ^	Status ^	Last Sync Date ^	Last Sync Status ^	Actions
backgroundcheckconnector	Background check	Active	11/19/2019	Success	<div>EDIT Sync Packages</div>

Note: To set up connector configurations, your account needs to the Manage Connector Configuration permission.

Checks Library

After packages are synchronized on the **Connector Configuration** page, available packages from the vendor import into the SumTotal application and become available in the **Checks Library** page of Recruiting.



Administration / Checks Library

CHECKS LIBRARY

Displaying 10 of 14 Records | 10 25 50 100

Package ^	Vendor ^	ID ^	Description ^	Date Added ^	Actions
Check Router	Checkr	uas-23	Description Check Router.	12/04/2019	EDIT
Jail CXcheck	FADV	9893Fac	Test Description for sterling 231	09/28/2019	EDIT
XYZ Check	FADV	UI-23	Yhua	08/03/2019	EDIT

Once a recruiter assigns a package to the selected candidate, the system will send an initiate check request to the connector service endpoint (**InitiateCheck**), which will then create a check order at the vendor side, and then the connector returns an orderId.

!!PNREQUISITION

DASHBOARD

DETAILS

CANDIDATES

PROSPECTS

INTERVIEWS

ASSESSMENTS

CHECKS

Displaying 1 - 4 of 4 records | 102550100

Q

Candidate Explorer

+ Add Candidate

↶ Bulk Disposition

✉ Bulk Email Candidates

— Remove

⌵ Filter

Match	Candidate	Ranking	Location	Source	Stage / Phase	Application Status	Date Applied	Actions
82%	Denise Hayes	- Select -	Short Hills,New Jersey,07865	Recruiter Added	New / New	New	01/07/2020	<div>SELECT</div> <div><div>Interview Scheduling</div><div>Disposition</div><div>Email</div><div>Assign Assessment</div><div>Create Offer</div><div>Hire</div><div>Note</div><div>Assign Checks</div><div>Candidate Workspace</div><div>Ad-Hoc Interview</div></div>
60%	Miguel Doreno	- Select -	N/A	Recruiter Added	New / New	New	01/07/2020	
20%	Patty Sovall	- Select -	Chambersburg,Pennsylvania,USA,17201	Recruiter Added	New / New	New	01/07/2020	
30%	Revathi Kakumani	- Select -	Ongole,AP,India,465498	Recruiter Added	New / New	New	01/07/2020	

Once the vendor returns the status of the candidate check to the connector service (through call back/webhook), that status will be returned to SumTotal REST API through B2B call-back (**UpdateBackgroundCheck**).

Recruiters can track the status and results of the check in the **Checks** tab of a requisition. Clicking **View** will open the vendor site with the related check results. The recruiter may require appropriate credentials with the vendor site, depending on the vendor's configuration.

au03sales.sumtotaldevelopment.net/core/requisition/workspace?action=editRequisitionId=52&isInWorkspace=true&tabId=candidates							
sumtotal							
Job Requisitions / !!PNRequisition - Internal / Check Tracking							
!!PNREQUISITION - INTERNAL							
DASHBOARD DETAILS CANDIDATES PROSPECTS INTERVIEWS ASSESSMENTS CHECKS							
Displaying 1 - 5 of 5 records 10 25 50 100							
Return To Requisition							
Candidate Name	Package	Vendor	Package Status	Issue Date	Last Updated	Result	Actions
PNExternal1fn PNExternal1In	Jail CXcheck	Fadv 2	Active	11/20/2019 03:39 PM	11/20/2019 03:39 PM	In Progress	VIEW
Stuart Bailey	Package 16	Accurate	Active	11/20/2019 04:17 PM	11/20/2019 04:17 PM	In Progress	VIEW
Sally Benton	Education	Sterling	Active	11/20/2019 04:17 PM	11/20/2019 04:17 PM	In Progress	VIEW
Albert Mumford	Police Check	FADV	Active	11/20/2019 04:18 PM	11/20/2019 04:18 PM	In Progress	VIEW
Albert Mumford	Tim - Check	Client	Active	11/20/2019 04:18 PM	11/20/2019 04:18 PM	In Progress	VIEW

Connector API Setup Guide

Sumtotal requires two basic REST API calls from the connector service to integrate a background check provider with Recruiting. Specifically, these REST API calls are used to:

- Get the available packages from the vendor
- Initiate a check for a candidate
- Get the status of an assigned check

SumTotal supports hash-based authentication for the APIs implemented in the connector solution. For more information on authentication and REST APIs:

- Check out the Github organization and template project.
- Review the Swagger documentation in your site. (<https://<YourSumTotalSiteURL>/apis/swagger>)

FieldsMapping in SumTotal

Request Parameters

Connector API Name	Field Name	Description
InitiateCheck	CandidateId	The unique identifier for the package the candidate will be screened against Required
	<i>See Candidate Objects for a list of candidate objects.</i>	Candidate details. If no candidateId then candidate object is required with some mandatory fields: <ul style="list-style-type: none"> o Email o FirstName o Lastname
	PackageId	The Package Id of the Provider
	PackageName	The Package Name of the Provider
	PositionApplied	The position that Candidate has applied for
	PositionLocations	
	StatusNotificationUrl	The Callback URL for the employer to view the background check
	ClientReferences	Client References
	QuoteBacks	Quote Backs
	Locale	Package Position Locale
	AdditionalAttributes	Additional Attributes
	CandidateType	Candidate Type
	Documents	Documents if there are any
	UserDefinedFields	User Defined Fields
	BillingAccount	The Requesting Account /chargeId
	ClientReference	Client specified codes
	ConnectorId	Connector Id for sync
Call Back (B2B)	applicantId	Applicant Id of the candidate <i>Required field</i>
	vendorPackageId	Vendor Package Id
	vendorCandidateId	Candidate id in vendor side
	vendor	Vendor name
	checkIssueDate	Check issue date
	checkModifiedDate	Check modified date
	checkResult	Status of the check
	ReportURL	Report URL of the check

Candidate Object

- Email
- Date of birth
- Gender
- PersonNameDetails
 - FirstName
 - LastName
 - MiddleName
 - Suffix
 - Type
- PersonAddresses(list)
 - City
 - State
 - Country
 - ZipCode
 - StreetAddress
 - StartAt
 - EndAt
- PersonPhones(list)
 - PhoneNumber
 - CountryCode
 - Extension
 - Type
- PersonIdentities(list)
 - Type
 - IdNumber
 - IssueDate
 - ExpiryDate
 - IssuedCountry
- PersonLicenseDetailsList
 - Type
 - LicenseNumber
 - IssueDate
 - ExpiryDate
- IssuedCountry
- IssuedState
- PersonEmploymentDetailsList
 - CompanyName
 - Title
 - StartAt
 - EndAt
 - StreetAddress
 - State
 - City
 - EmployerContactEmail
 - EmployerContactPhone
 - IsCurrentlyEmployed
 - EmployeeId
- PersonEducationDetailsList
 - InstitutionName
 - Degree
 - DegreeType
 - ZipCode
 - StreetAddress
 - State
 - City
 - StudyMajor
 - StartYear
 - EndYear
 - InstitutionContactEmail
 - InstitutionContactPhone
- PersonReferences(list)
 - FirstName
 - LastName
 - ContactEmail
 - ContactPhone

Response Parameters

API Name	Field Name	Description
InitiateCheck	PackageId	The Package Id which is assigned to the candidate
	ApplicantId	The unique id for each candidate invitation
	CandidateId	The CandidateId property gets/sets the value of the Candidate Id.
	OrderId	The unique id for each screening
	HttpStatusCode	Response status
Get Packages	PackageName	Package name
	PackageId	Package Id from the vendor
	PackageDescription	Package description from connector
	Vendor	Vendor Name
	PackageStatus	Package status.
	PackageSubcomponents	Package sub components
	PackageRequiredFields	Package required fields
Call Back(B2B)	Http status codes	Response status codes

Technical Guide to Implement Connector Service

Use the following instructions to configure your background check connector service.

1. Grab the template solution from SumTotal's github repository: <https://github.com/sumtotal-services>
 - a. Your development team should be familiar with asp.net core, which the template solution was built with.
2. The template solution was implemented with the complete authentication mechanism (between the SumTotal application and the connector) – which means you do not need to set up the authentication part while building connector service.
3. Open the **appsetting.json** file.

```
"Settings": {
  "ConnectorId": "backgroundcheckconnector",
  "ConnectorSecret": "BackgroundCheckConnector",
  "SumtOAuthSettings": {
    "Authority": "https://localhost:44330/", //Authentication Url
    "Scope": "allapis",
    "ClientId": "Bgcheckconnector",
    "ClientSecret": "Bgcheckconnector"
  },
  "Vendors": [
    {
      "VendorId": "sterlingConnector", //here sterling is the vendor name
      "VendorOAuthSettings": {
        "SumtCallbackUrl": "{Host}/sampleTemplate/restApi/updateChecks",
        "VendorOAuth": "https://sampleTemplate.com/auth/token",
        "VendorUser": "vendorClient",
        "VendorPassword": "vendorClientSecret",
        "BaseUrl": "https://SampleTemplateSterlingUrl.com/"
      }
    }
  ]
},
```

- a. Enter your connector details:
 - i. **ConnectorID:** Unique Name given to the connector service.
 - ii. **ConnectorSecret:** Connector service secret key which is used for authentication purpose.
 - iii. **SumtOAuthSettings:** OAuth settings which were provided by SumTotal.
 - iv. **VendorOAuthSettings:** OAuth settings which were provided by Vendor.
4. Open the **defaultMapper.cs** file.
 5. Configure the REST API Controller, which will handle the business calls between the vendor and the application. The template solution has a basic structure for those API calls, but will need to be customized to work with your specific vendor:

- a. Fields will need to be mapped properly for requests and responses of the API Calls, implemented in defaultMapper.cs
- b. Data validations will need to be set up in accordance with your vendor's documentation.
6. The template solution also provides a default logging framework to log info, errors, and warnings. In appsettings.json, update the URL where you want the logs placed.
7. Add OAuth ClientId as vendorUser, OAuth clientSecret as vendorPassword and CallbackUrl as SumtCallbackUrl.

These OAuth details should be same as we configured in Vendor site.

```
"VendorOAuthSettings": {  
  "SumtCallbackUrl": "{Host}/sampleTemplate/restApi/updateChecks",  
  "VendorOAuth": "https://sampleTemplate.com/auth/token",  
  "VendorUser": "vendorClient",  
  "VendorPassword": "vendorClientSecret",  
  "BaseUrl": "https://SampleTemplateSterlingUrl.com/"  
}
```

8. Add ClientId, ClientSecret and Authority with the details which we configured in OAuthConfiguration page.

```
"SumtOAuthSettings": {  
  "Authority": "https://localhost:44330/",  
  "Scope": "allapis",  
  "ClientId": "Bgcheckconnector",  
  "ClientSecret": "Bgcheckconnector"  
},
```

9. Update the **defaultMapper.cs** file to map the properties the CallbackURL is expecting. Refer to the FieldsMapping in SumTotal section above.