

Assessment Partner Integration Guide

Introduction

This guide intends to provide a quick start step-by-step instruction for you to integrate the assessment services you provide to your customers into SmartRecruiters platform.

The assessment related endpoints present in this document are not the same assessment endpoints that are available in the SmartRecruiters Marketplace today.

The Marketplace assessment endpoints were developed 7 years ago with the Marketplace business model which no longer meets the needs of our customers and business in today's time. The new set of assessment endpoints provides higher flexibility and capability compared to its predecessor, which will address the needs of our customers and will help forge stronger partnerships with our partners.

Getting Started

Apart from this guide, a member of our Partner Operations Team will also help and assist you and your team along the integration. Therefore it is important for you to initiate the onboarding process first before you begin the integration with SmartRecruiters so that you receive the proper assistance of Partner Operations Consultant.

In the SmartRecruiters Assessment Partner integration, not only will your service call SmartRecruiters endpoints, SmartRecruiters also makes calls to endpoints that are defined by your service. We expect the following endpoints from you:

- `/integration` endpoint: Calls will be made to this endpoint to pass your service the customer level credential from SmartRecruiters side
- `/packages` endpoint: Calls will be made to this endpoint to retrieve list of assessment packages
- `/packages/orders` endpoint: Calls will be made to this endpoint to place an assessment order onto your service based on the packages your service provided on the `/packages` endpoint

While on SmartRecruiters end, below are the endpoint your service will leverage in the Assessment Partner integration:

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- `/partner/configuration` endpoint: Call this endpoint to specify your URLs that SmartRecruiters will use during the integration
- `/integration/company/{companyId}` endpoint: Call this endpoint to pass back your Customer level credential to SmartRecruiters
- `/orders` endpoint: Call this endpoint to return the results of each assessment orders

Integration Workflow

The section describes the steps in the integration process as well as the data exchange during the integration.

Note: The Assessment Integration is one of the many use cases supported by the SmartRecruiters API. Visit the SmartRecruiters API Developer Documents for more use cases, endpoints and resources information.

1 Connecting to SmartRecruiters

Before customers can utilize your service within the SmartRecruiters platform, SmartRecruiters and your service will need to exchange credentials on two levels:

- Partner level: The credential at this level is used to facilitate the customer level credential exchange and for you to communicate your service endpoint to SmartRecruiters.
- Customer level: The credentials at this level are for SmartRecruiters to query assessment packages, place orders onto your service and for your service to retrieve job and candidate information and submit assessment results to SmartRecruiters.

The SmartRecruiters - Assessment Partner Integration follows the OAuth 2.0 protocol and utilizes the Client Credential flow to exchange data with partners. We expect your team to be familiar and have implemented the OAuth 2.0 protocol for your service, but if you have any questions regarding OAuth 2.0 Client Credential, please do not hesitate to reach out to our Partner Support team for more information.

You can also find more information on OAuth 2.0 Client Credential flow in [this article](#).

1.1 Obtain Partner Level Credential

After you have provided SmartRecruiters the materials, SmartRecruiters Partner Operations Team will review the requested data scope of your service. Once the review is completed, they will:

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1. Approve your system's scope of access OR
2. Require you to adjust to scope of access request based on Principle of Least Privilege

When your requested access scope is approved, SmartRecruiters will also provide you a set of Partner Level credential (master credential) that will be used to validate your service's identity and to facilitate Customer Level credential exchange in the future.

The master credential is a partner specified client_id and client_secret pair between SmartRecruiters and your service. A sample of the of a pair of master credential looks like:

```
client_id: "string"  
client_secret: "string"
```

In the early beta of this assessment API, SmartRecruiters Partner Operation team will share the master credential with you and your team via encrypted email. Please store the credential safely.

1.3 Configure URLs and Endpoints

After you receive the master credential, you can use them to exchange for an access token and use the token to configure the URLs and endpoints using SmartRecruiters

/partner/configuration endpoint:

```
https://api.smartrecruiters.com/assessment-api/v202010/partner/configuration
```

Exchange your master credential for an access token before accessing

/partner/configuration endpoint via:

```
https://www.smartrecruiters.com/identity/oauth/token
```

The token endpoint accepts **POST** method. Below is an example request for exchanging the access token:

```
curl --request POST \  
  --url 'https://www.smartrecruiters.com/identity/oauth/token' \  
  --header 'content-type: application/x-www-form-urlencoded' \  
  --data grant_type=client_credentials \  
  --data client_id=YOUR_CLIENT_ID \  
  --data client_secret=YOUR_CLIENT_SECRET
```

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Once you have exchanged for the access token, you can access the configuration endpoint. The `/partner/configuration` endpoint accepts **PUT** method and expect the following payload:

```
{
  "consentUrl": "string",
  "assessmentPackageListUrl": "string",
  "singleAssessmentUrl": "string",
  "packageOrderUrl": "string",
  "inlineAssessmentPackageOrderUrl": "string",
  "oauthTokenUrl": "string",
  "integrationDisableUrl": "string"
}
```

- `consentUrl`: The URL which SmartRecruiters will call as the `/integration` endpoint which directs the customer user to for him/her to authenticate his/her identity for your service.
- `assessmentPackageListUrl`: An endpoint defined by your service which the SmartRecruiters service will call as the `/packages` endpoint to retrieve a list of assessment packages
- `singleAssessmentUrl`: An endpoint defined by your service which SmartRecruiters service will call as the `/packages/{assessmentPackageId}` endpoint to retrieve single package information.
- `packageOrderUrl`: An endpoint defined by your service which SmartRecruiters will call as the `/packages/orders` endpoint to place an assessment order onto your service.
- `inlineAssessmentPackageOrderUrl`: An endpoint defined by your service which SmartRecruiters will call as `/packages/inline/orders`. Similar to the `packageOrderUrl`, but for assessment order triggers during the candidate application phase. This endpoint value here can be the same as `packageOrderUrl` as long as your service can handle the different payloads when SmartRecruiters calls it. Leave this value empty if your service does not support customer users to order assessment during the application phase.
- `oauthTokenUrl`: An endpoint defined by your service which SmartRecruiters will call when to exchange the credential we received from your service for access token to your endpoints..
- `integrationDisableUrl`: An endpoint which your service specified to receive notifications on disabled integrations.

Once your service makes a successful call to the `/partner/configuration` endpoint, SmartRecruiters will return the following payload:

```
{
  "consentUrl": "string",
  "assessmentPackageListUrl": "string",
  "singleAssessmentUrl": "string",
  "packageOrderUrl": "string",
  "inlineAssessmentPackageOrderUrl": "string",
  "oauthTokenUrl": "string",
  "companyIntegrationUrl": "string"
}
```

You must include the access token you obtained in the previous step as the bearer token in the header when you make calls to the `/partner/configuration` endpoint.

You may call the `/partner/configuration` endpoint again in cases where you need to make changes to the URLs or endpoints you had previously configured.

1.3 Exchange Customer Level Credentials

When the customer initiates a connection request from SmartRecruiters to your service, your predefined access scope will be shown to the customers, and once the customer grants permission to the scope, the customer is redirected to your platform based on the `consentURL` you have provided in the earlier step.

When SmartRecruiters service calls the `consentURL`, `companyId`, a unique identifier for customers in SmartRecruiters, also gets passed to your service.

On your platform, the customer is expected to sign onto your service platform to authenticate his/her identity. There is currently only one front-end implementation options:

- SmartRecruiters provides a pop-up widget on the interface to load your service platform sign-in page.

After your service authenticates the customer's identity, you should present the scope of data access SmartRecruiters requires from your services for the integration to the customer.

Unless otherwise specified or discussed, the access scope SmartRecruiters requires on your platform will be **the read access to the list of assessment packages the customer had created on your service platform.**

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Once the customer grants permission on SmartRecruiters scope of access, your service should generate a customer level credential and send them to SmartRecruiters with the SmartRecruiters `/integration` endpoint:

```
https://api.smartrecruiters.com/assessment-api/v202010/integration/company/{companyId}
```

Your customer level credential should be a customer specified `client_id` and `client_secret` pair. A sample of the your customer level credential should look like:

```
client_id: "string"  
client_secret: "string"
```

Note: Not to be confused with the master credentials on the above section, this set of credentials is for SmartRecruiters to access the customer's data on your service.

You must include the access token you obtained in the previous step as the bearer token in the header when you make calls to the `/integration` endpoint.

When SmartRecruiters receives your set of credentials, SmartRecruiters will do two things:

1. SmartRecruiters will return a 200 OK response and pass your service back the SmartRecruiters customer level credential for your service to access the customer data in SmartRecruiters.
2. SmartRecruiters will handle the front end user transition, closing the pop-up widget and refresh the page

The SmartRecruiter customer level credential is also a customer specified client id-secret pair. A sample of the of a pair looks like:

```
client_id: "string"  
client_secret: "string"
```

At this point, the connection between SmartRecruiters and your service is set up for the customer. And similar to the master credentials, you can use the customer level credential to exchange for an access token and use the token to access customer data in SmartRecruiters.

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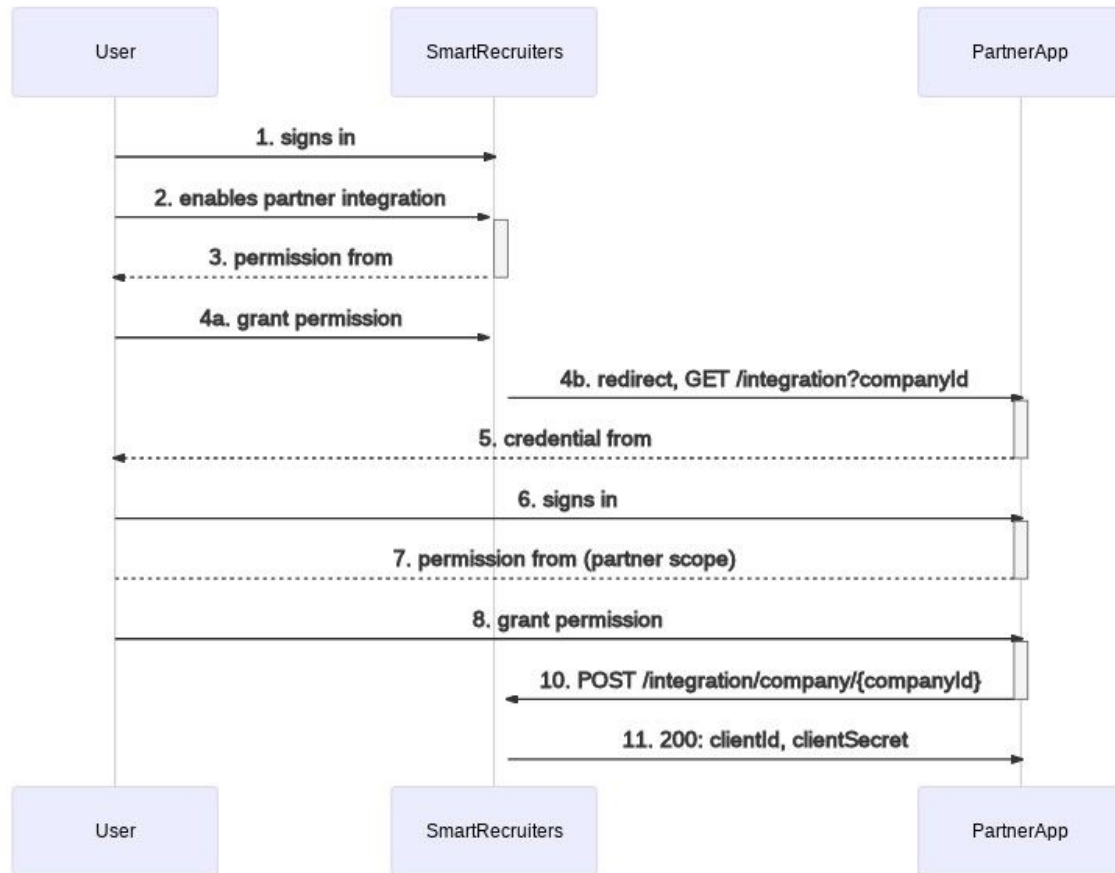


Fig.1 Connecting to SmartRecruiters

2 Selecting Packages

After the connection is enabled between SmartRecruiters and your service, the customer can begin ordering assessments from you. There are two ways the customer can order assessment packages:

1. Manual one-time order for individual candidate profile
2. Configured auto order for every candidate profile in specific hiring steps

For every assessment package selection, SmartRecruiters will retrieve the package list from your service every time the customer wishes to order an assessment or when the customer configures the auto order in a hiring step.

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SmartRecruiters will call the `/packages` endpoint which is the `assessmentPackageListUrl` you previously specified on the `/partner/configuration` endpoint, through the **GET** method, to retrieve the list of available assessment packages to display to the customer:

```
https://${partner_domain_base_url}/packages
```

When SmartRecruiters make the above call, we will also pass along the assessment requester information via the header to help you determine the exact assessment package list to display to the assessment requester. The expected payload for the requester object in the header contains the following:

```
{
  "email": "string",
}
```

Additional information such as job location are also passed along as query parameters.

The following response is expected be returned by your service:

```
[
  {
    "id": "string",
    "type": "string",
    "name": "string",
    "description": "string",
    "assessments": [
      {
        "id": "string",
        "type": "string",
        "name": "string",
        "description": "string"
      }
    ]
  }
]
```

SmartRecruiters expects your service to return any alphanumeric value for id, name and description of both the package object and the assessments object. However, do note that for type, SmartRecruiters only accepts the following values:

- `BACKGROUND_CHECK`

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- BEHAVIORAL_ASSESSMENT
- INLINE_ASSESSMENT
- REFERENCE_CHECK
- SKILL_TEST
- VIDEO_INTERVIEW

Note: For packages type = `INLINE_ASSESSMENT`, these packages will only show up when end users are configuring for inline assessment in the hiring process.

If your service does not distinguish an assessment package from an assessment, please return a list of assessments, with an empty assessment object, when SmartRecruiters calls the endpoint.

3 Creating Orders

Once the customer completes his/her selection, SmartRecruiters will place an order to the following endpoint specified by you, through the **POST** method, to submit the customer's order:

```
https://${partner_domain_base_url}/packages/orders
```

The `/packages/orders` endpoint is the `packageOrderUrl` which you specified with the `/partner/configuration` endpoint

SmartRecruiters will send over the following payload:

```
{
  "resultCallbackURL": "string",
  "candidate": {
    "id": "string",
    "email": "string",
    "firstName": "string",
    "lastName": "string",
    "language": "string"
  },
  "requester": {
    "userId": "string",
    "email": "string"
  },
  "assessmentPackageId": "string",
  "jobId": "string",
  "companyId": "string"
}
```

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In the payload, the `resultCallbackURL` is a unique identifier for an assessment order of SmartRecruiters.

If the customer user configured to trigger your service during the hiring step of candidate application, SmartRecruiters calls the `/packages/inline/orders` endpoints, using the **POST** method, instead to place the assessment order onto your service:

```
https://${partner_domain_base_url}/packages/inline/orders
```

Similar to the `/packages/orders` endpoint, the `packages/inline/orders` endpoint is the `inlineAssessmentPackageOrderId` which you specified with the `/partner/configuration` endpoint.

SmartRecruiters will send over the following payload:

```
{
  "resultCallbackURL": "string",
  "candidate": {
    "email": "string",
    "firstName": "string",
    "lastName": "string",
    "language": "string"
  },
  "assessmentPackageId": "string",
  "jobId": "string",
  "companyId": "string",
  "completedAssessmentCallbackUrl": "string"
}
```

When your service received the order, SmartRecruiters expects the following response:

```
{
  "url": "string"
}
```

The url from your response is the URL which SmartRecruiters will direct the candidate to to take the assessment. After the candidate completed the assessment, your service can redirect the candidate back to SmartRecruiters by the `completeAssessmentCallbackUrl`.

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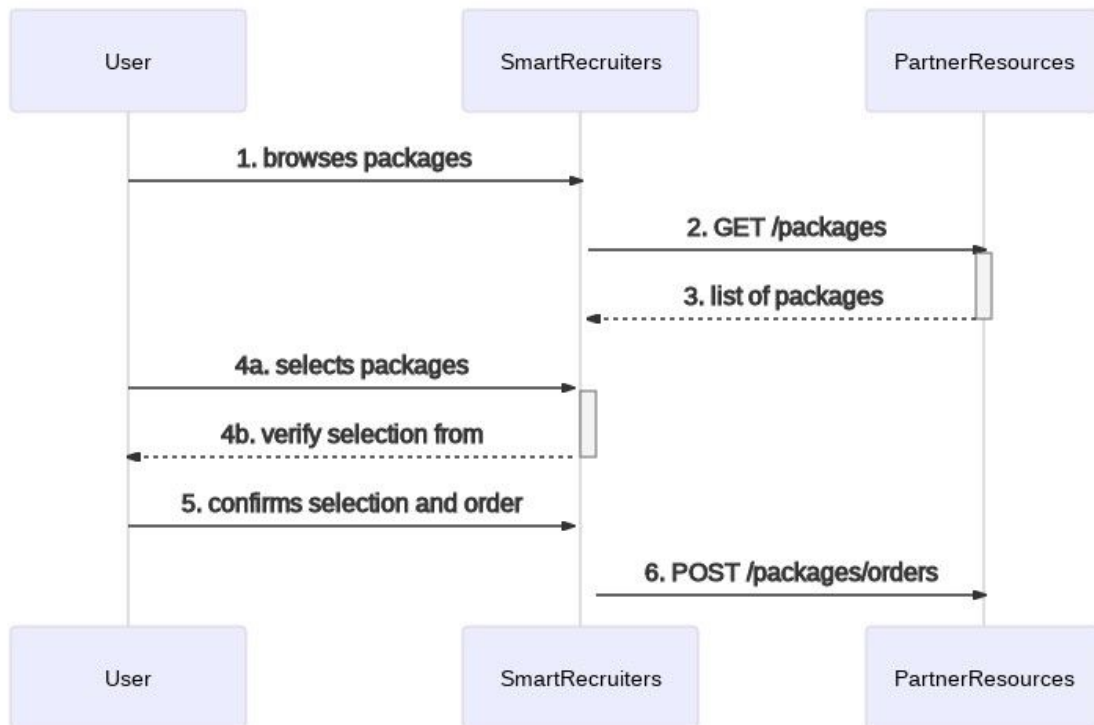


Fig. 2 Selecting and Ordering Assessments

4 Retrieving Resources

To help process the package order, your service can retrieve additional information about the candidate and job from SmartRecruiters candidate endpoint and job endpoint using the candidate_id, job_id and company_id passed to you.

Exchange your customer level credential for an access token before accessing the candidate or job information via:

```
https://www.smartrecruiters.com/identity/oauth/token
```

4.1 Candidate Information

Retrieving additional candidate information using the **GET** method:

```
https://api.smartrecruiters.com/candidates/{id}
```

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4.2 Job Information

Retrieving additional job information, including company and department of the posted job using the **GET** method:

```
https://api.smartrecruiters.com/jobs/{jobId}
```

4.3 Hiring Team Information

Retrieving hiring team information using the **GET** method:

```
https://api.smartrecruiters.com/jobs/{jobId}/hiring-team
```

5 Updating Status and Results

5.1 Updating Package Status

To update the packages status, submit the status change to the `resultCallbackURL` from the response SmartRecruiters provided you from the orders endpoints. Alternatively, you can update the package status by calling the SmartRecruiters `/orders/{orderId}/results` endpoint directly, using the **PATCH** method:

```
https://api.smartrecruiters.com/assessment-api/v202010/orders/{orderId}/results
```

The `orderId` is issued by SmartRecruiters, and you can find the `orderId` in the path of the `resultCallbackURL`

We expect the following payloads:

```
{
  "assessmentDate": "2020-08-28T20:36:28.618Z",
  "submissionDate": "2020-08-28T20:36:28.618Z",
  "name": "string",
  "description": "string",
  "status": "IN_PROGRESS",
  "score": {
    "raw": 0,
    "min": 0,
    "max": 0
  },
  "scoreLabel": "string",
}
```

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```

"summary": "string",
"attachments": [
  {
    "type": "VIDEO URL",
    "url": "string"
  }
],
"assessmentResults": [
  {
    "assessmentId": "string",
    "assessmentDate": "2020-08-28T20:36:28.618Z",
    "submissionDate": "2020-08-28T20:36:28.618Z",
    "score": {
      "raw": 0,
      "min": 0,
      "max": 0
    },
    "scoreLabel": "string",
    "summary": "string",
    "attachments": [
      {
        "type": "VIDEO URL",
        "url": "string"
      }
    ],
    "status": "IN_PROGRESS"
  }
]
}

```

When the assessment package status changes, the customer user will be notified of the status update.

5.2 Updating Result Attachment

Invoke the same endpoint to submit the assessment package result and update the package status to **COMPLETED**

Your service may add additional reports or attachment to the assessment results with the `/orders/{orderId}/results/attachment` endpoint below, using the **POST** method:

```
https://api.smartrecruiters.com/assessment-api/v202010/orders/{orderId}/results/attachment
```

SmartRecruiters allows multiple attachments to be attached to a single package or an assessment object. If your service would like to update an attachment, please ensure the attachment has the same URL. If the assessment attachment gets updated frequently, we

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recommend your service host a URL for the attachment and pass SmartRecruiters the hosted URL instead.

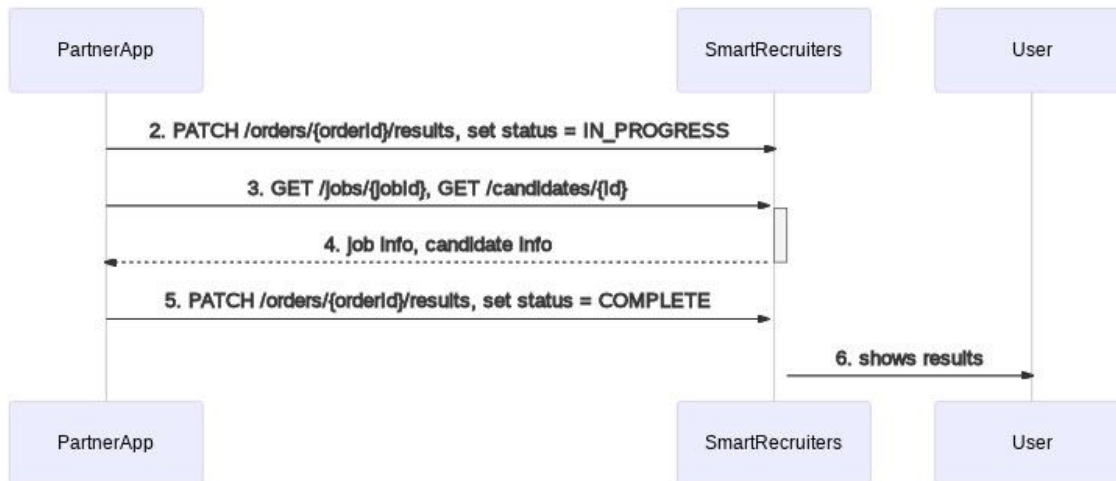


Fig. 3 Resolving order and querying additional resources

Customer Experience

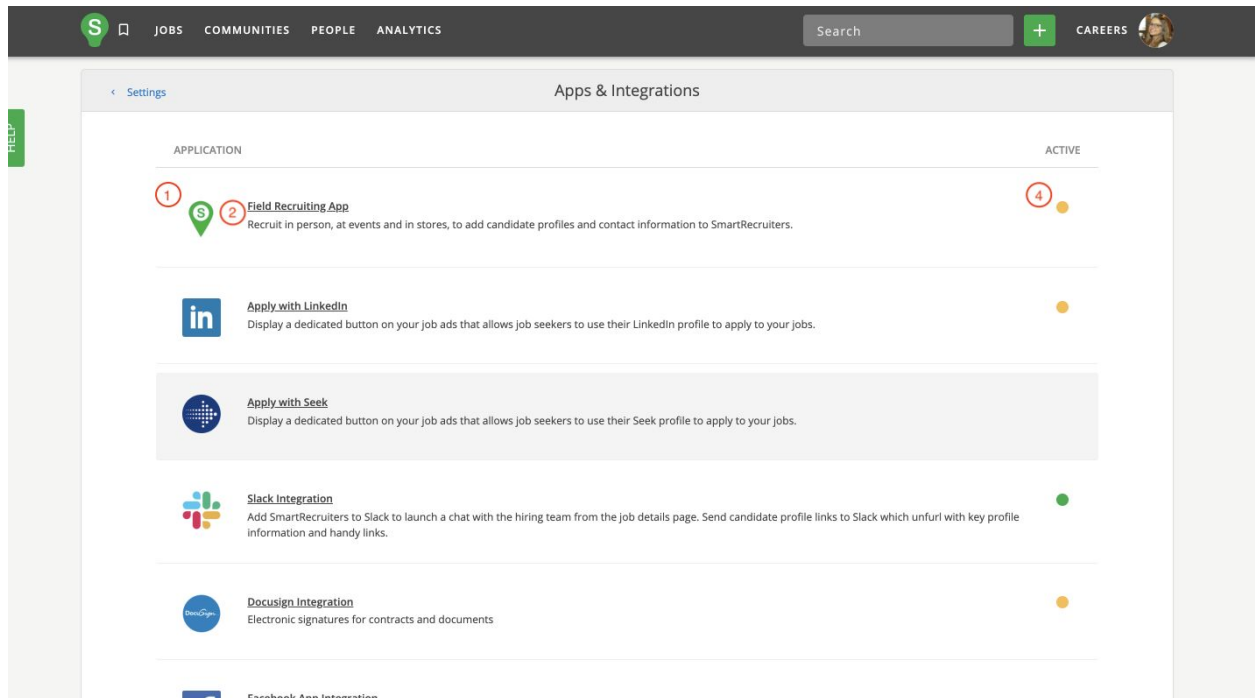
The user interface for customers on assessment partner integrations is standardized across partners to help create familiarity and set the expectations amongst end users. However, we also want you to be able to easily integrate your service into SmartRecruiters, therefore we provide some options for you and your team to choose from.

This section shows examples of the customer experience and user interfaces when using an assessment partner's integration on SmartRecruiters platform.

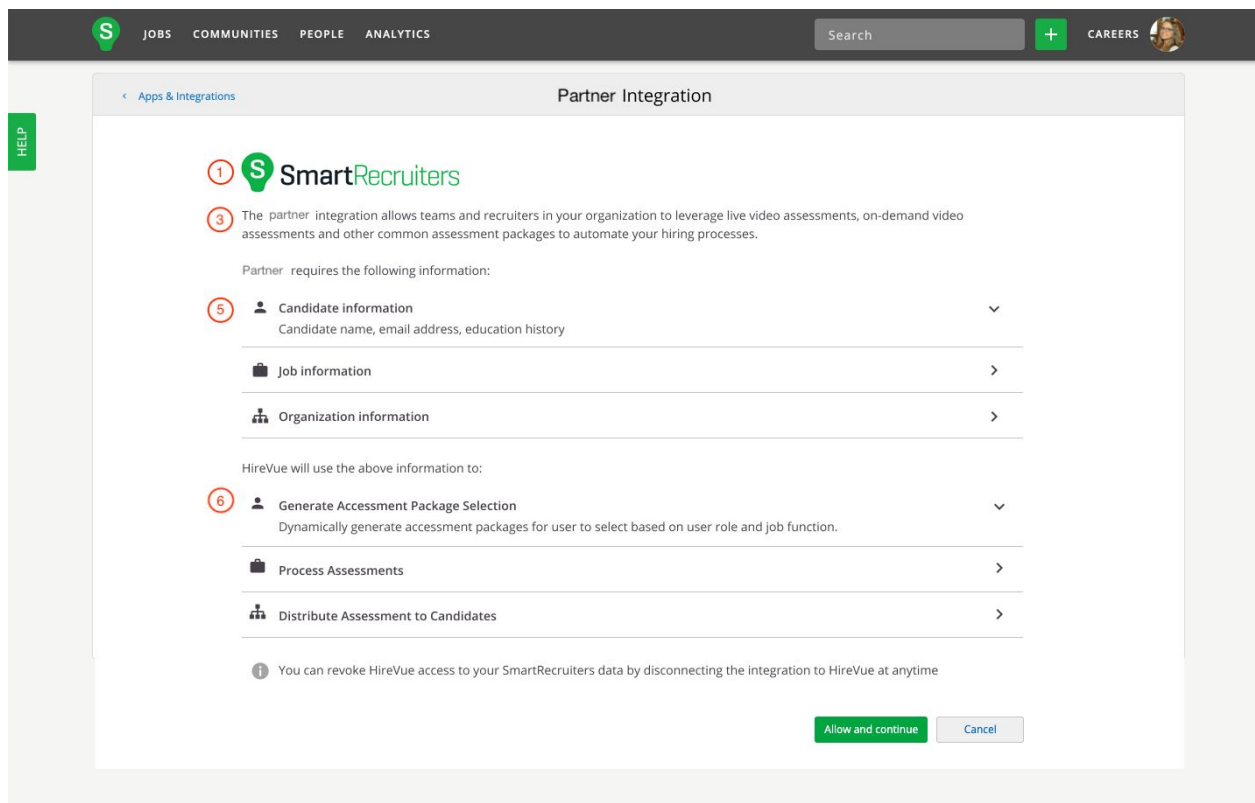
Apps & Integrations Management

The admin users of customers can manage all the integrations, active and non-active, in the SmartRecruiters App & Integration Management module. The admin user experience is standardized in this module for the customers. For each partner's integration, on the interface, the end user see:

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SmartRecruiters App & Integration Center



SmartRecruiters Partner Integration page prototype

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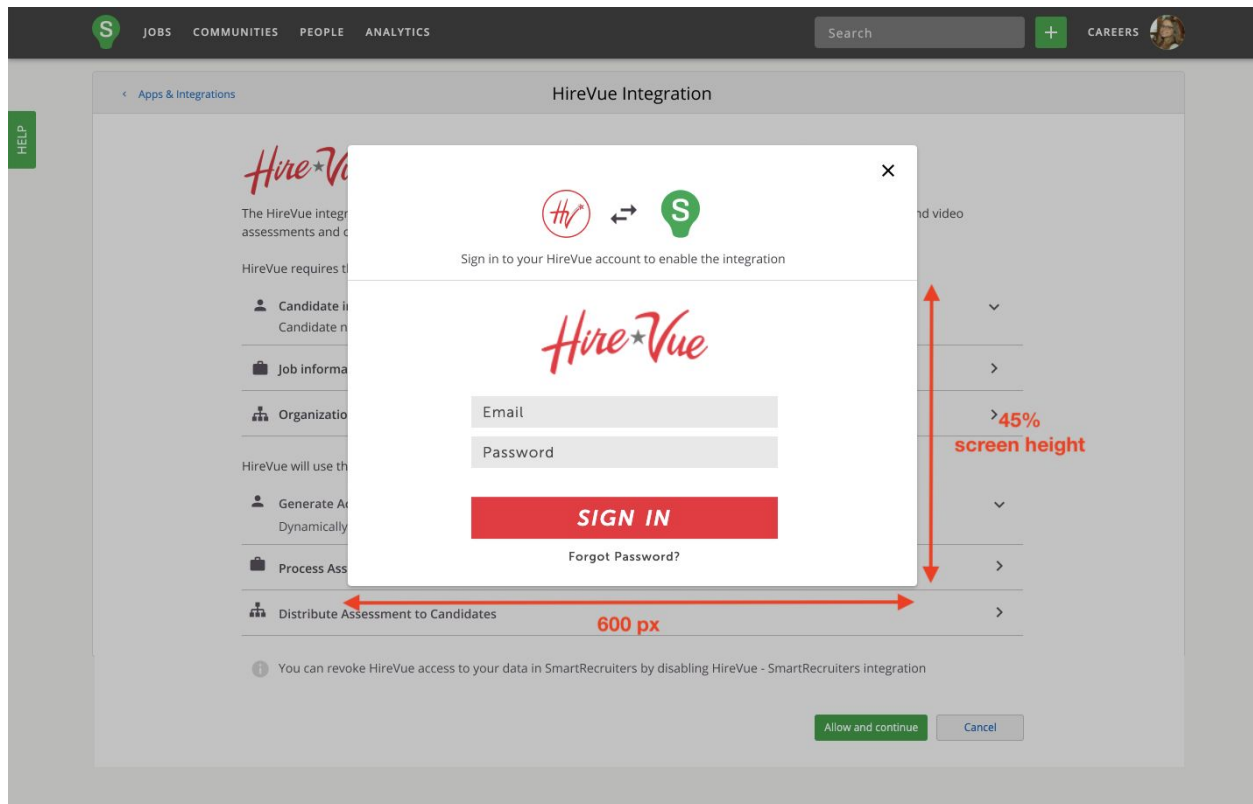
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1. Your logo
2. Short description of the service provided by the integration
3. Full description of the service provided by the integration
4. Status of the integration
5. Data access scope of the integration
6. Usage of those data in the integration

Authorization and Authentication

After the admin user authorized your service to access their data in SmartRecruiters, you service have the option to authenticate the customer:

- Via a pop-up widget, which hosts your page, developed and provided by you



The dimension of your page on the pop-up widget should be the following:

- Width: 600 px
- Height: 45% of screen height

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Scroll bar will be available to the widget if the dimension of your page exceeded the above specification.

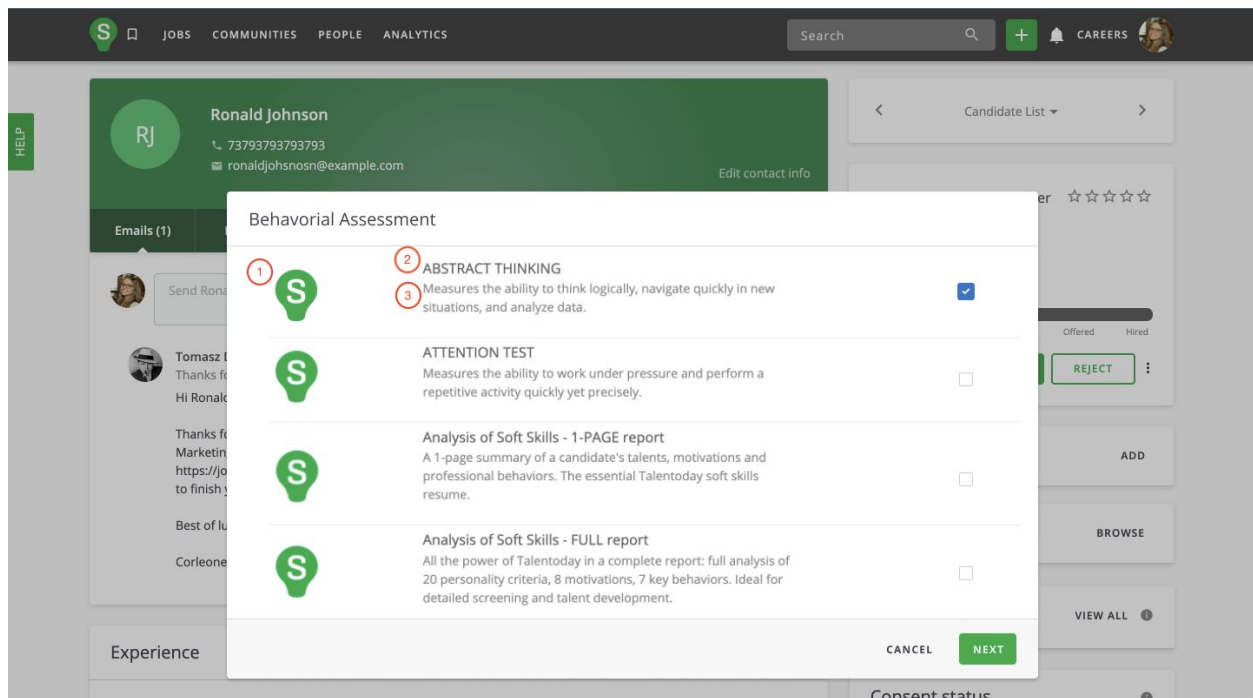
After the customer authenticates, you may want to present SmartRecruiters scope of access to your customer if your service requires the customer to grant permission to SmartRecruiters service.

Package Selection and Ordering

When the integration is enabled, there are two ways the customer can order assessment from your services:

1. User orders assessment, manually, for an individual candidate on a specific job
2. Admin user configures assessment in a step of a hiring process, the assessment order triggers automatically when a candidate reaches the hiring step

When the user orders or configures the assessment, a list of assessment packages is presented to the user. On that list, the user sees:

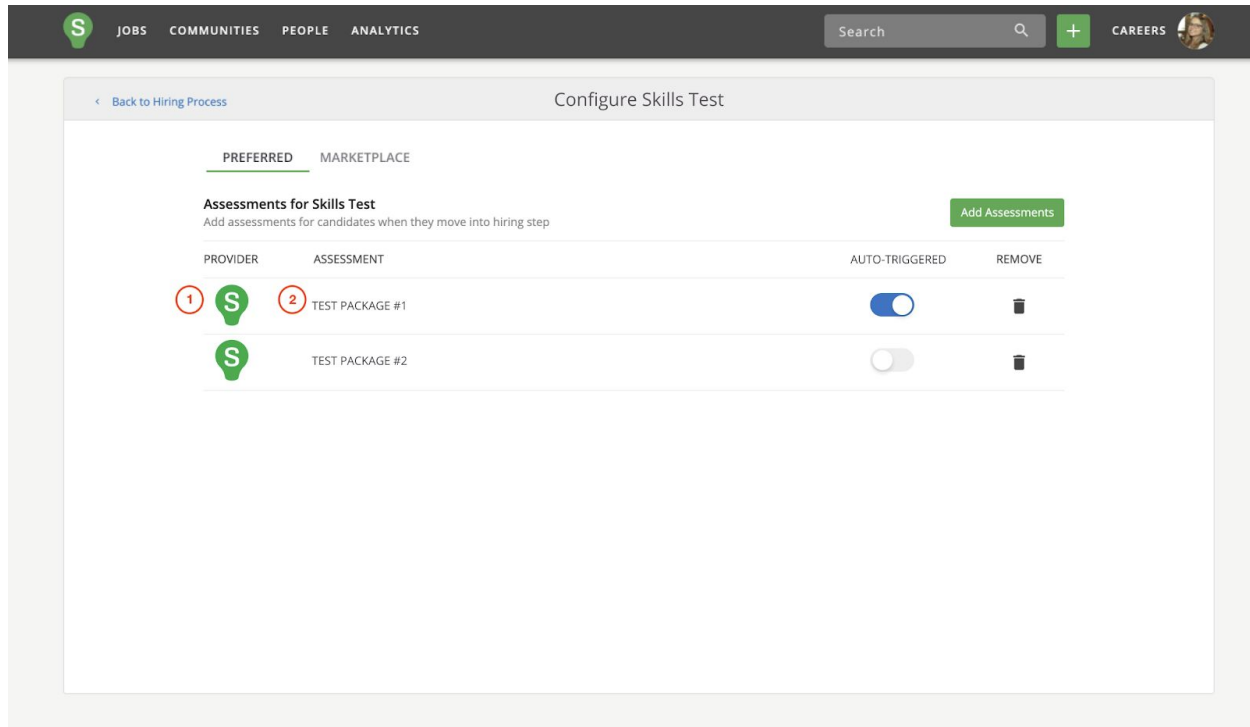


SmartRecruiters Candidate Profile select assessment package prototype

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SmartRecruiters Hiring Process configure assessment package prototype

1. Your logo
2. Name of each assessment packages
3. Description of each assessment packages

On the manual order flow, the user needs to confirm the package order to proceed.

Package Status

After SmartRecruiters placed the assessment order, the status of that order is displayed to the user within each individual candidates' profiles. On the section, the user can see:

1. Name of the package
2. Name of individual assessment
3. Corresponding package or assessment status

The screenshot displays a candidate profile for Joanne Richardson, a Senior Product Designer at Google. The profile includes contact information, a tabbed interface for various sections (Emails, Reviews, Interviews, Notes, Activity, Offers, More), and detailed experience and education history. On the right, a 'Candidate List' dropdown is visible, along with a status bar for the candidate's current stage (New, In Review, Interview, Offered, Hired). Below this, there are sections for Attachments (Resume), Assessments (R&D Assessment Package, Critical Thinking, Single Assessment Example), and Linked to (Product Manager). Red circles with numbers 1 through 4 highlight specific elements: 1 points to the 'R&D Assessment Package' title, 2 points to the 'Single Assessment Example' title, 3 points to the 'Background check' status, and 4 points to the 'Critical Thinking' status.

SmartRecruiters Assessment Status and Result prototype

Assessment Results

Once your service returns the assessment results to SmartRecruiters, the results are displayed to the user in the form of attachment; or in the form of URL that directs the user to your platform to view the results.

4. Link to the detailed assessment result/report (paper clip icon)

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