



SAP Fieldglass 

PUBLIC

2025-11-21

Configuration Guide for SAP Fieldglass REST API and Freelance Management System Integration - PUBLIC USE

Content

1	Introduction.	3
2	Integration Workflows.	4
3	Integration Benefits.	5
4	System Requirements.	6
4.1	Application Configuration.	6
	Supplier Configuration.	6
	API Credentials.	6
	Application Key.	6
4.2	Credential Exchange.	6
4.3	Integration Connectors.	7
	Enable Integration Connectors.	7
4.4	Event Driven Configuration.	7
	Enable Event Driven Configuration.	8
	Enter the Custom Script.	8
4.5	Verify Event Driven Push.	8
4.6	PubSub for Interview.	9
4.7	PubSub for Job Seeker Updates.	9

1 Introduction

The SAP Fieldglass has standard REST API integrations that can be configured to distribute available job postings into a Talent Channel system. Upon distribution of the job posting to the freelance market, the Talent Channel receives the posting electronically and routes it into the freelance talent pool. The Talent Channel provides complex algorithms to ensure that the job requests are directed to the most qualified candidates available.

Freelancers receive notification of available positions and can apply on demand. The hiring manager can review the candidates within the SAP Fieldglass supplier network. Freelance worker information is sent back to the Talent Channel when candidates are selected to hire.

Further enhancement is done to collaborate on the Interview process between the buyer in SAP Fieldglass and the curator/Talent Channel user on the corresponding buyer tenant in the Talent Channel system. This enables the Talent Channel to support all supplier side actions on the Interview Schedule/Reschedule.

To enrich the talent pool, SAP Fieldglass sends closed worker data in two situations:

1. The buyer and supplier have agreed to send worker data to the Talent Channel system. This is driven through a new flag **'Allow worker data to be shared with a freelance management system'** which is visible when the buyer edits the supplier in SAP Fieldglass.
2. When you close a worker in SAP Fieldglass and the **'Allow worker data to be shared with a freelance management system'** flag is enabled for the buyer-supplier pair, the system triggers the onClose event. This event sends the worker's data to the Talent Channel system.

The SAP Fieldglass REST API integrations are available for the following resources:

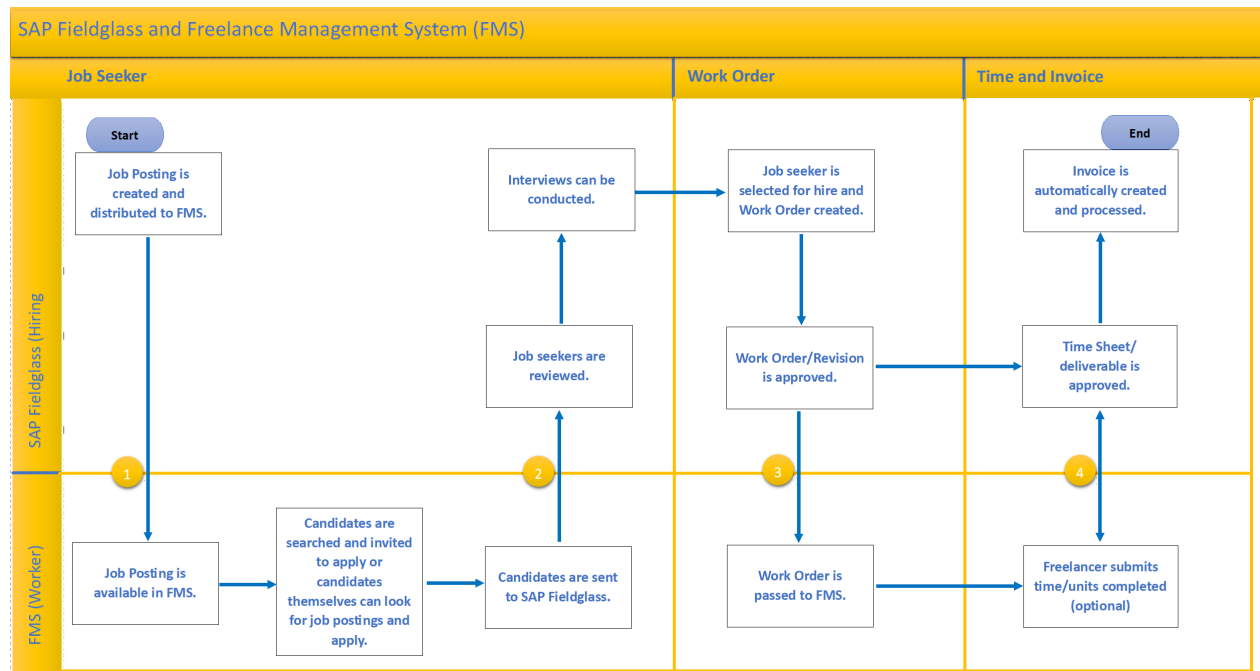
- Job Posting
- Job Seeker
- Worker
- Time Sheet
- Invoicing
- Interview

2 Integration Workflows

An overview of the end-to-end workflows involved in integrating the SAP Fieldglass and the Freelance Management System (FMS).

SAP Fieldglass and FMS integration workflow

The following figure portrays the graphical view of the integration workflows between SAP Fieldglass and FMS.



- 1 Job Posting is sent to the FMS upon distribution.
- 2 Job Seekers reviewed in the FMS talent pool, interviews conducted, and submitted to SAP Fieldglass for review.
- 3 Freelance candidates selected for hire are distributed to the FMS. Revisions to the Work Order are also distributed.
- 4 The freelancer can enter time in SAP Fieldglass (preferred) or FMS. Integration is available to send or receive time/deliverable information.

3 Integration Benefits

The integration benefits outline the advantages of integrating systems and processes in a business environment, including improved efficiency, data accuracy, and customer satisfaction.

Here's a high-level summary of the added value and benefits clients can reap from implementing the integration package for SAP Fieldglass and services procurement:

- Only the contingent modules can use the REST API integration.
- Supports Talent Channel partners who operate as suppliers in SAP Fieldglass.
- Talent Channel partners have coded to the SAP Fieldglass REST API specification. However, not all partners may use the available REST APIs. It's important to confirm this with each partner during setup.
- The Talent Channel partner must provide the endpoint and credentials for any downloads from SAP Fieldglass.
- Make sure that SAP Fieldglass verifies your endpoint and credentials. This verification allows you to upload to SAP Fieldglass.
- The Talent Channel partner should already consider the following customer configurations. When testing with a new buyer, collaboration is necessary. The buyer and SAP Fieldglass Account Services need to work together to understand any new configurations:
 - Custom fields
 - Qualifications
 - Security ID format
 - Rates
 - Accounting configurations for cost centers, task codes, and adjustments
- Job seeker can't perform return actions through these APIs (unshortlist, mark as interviewed, e-mail resume, withdraw).

4 System Requirements

The SAP Fieldglass system requirement includes information about the configuration, credentials, and integration connectors necessary for successful integration.

This task requires the assistance of your SAP Fieldglass implementation representative.

4.1 Application Configuration

The process of configuring SAP Fieldglass is critical. It involves managing the supplier configuration, API credentials, and enabling application keys for suppliers. As a result, operations are carried out correctly, efficiently, and securely.

4.1.1 Supplier Configuration

To configure the APIs, the Talent Channel must be set up already as a supplier for the buyer they're working with.

4.1.2 API Credentials

When configuring a REST API integration for a client, you need to provide the client with user credentials and a client-specific application key.

You can obtain client-specific application key - see [API Application Keys](#).

4.1.3 Application Key

The purpose of this topic is to guide you through creating a client-specific application key and manually updating the API consumer key with a client-specific application key.

Create a client-specific application key (x-application-key) - see [Create API Application Key or Web Service](#).

4.2 Credential Exchange

When you set up an existing partner with a new buyer, you need to collect specific details from the partner. These details include the buyer and supplier tenant codes, the APIs to enable, and various endpoints and credentials.

This information plays an important role in establishing a successful connection between the partner and SAP Fieldglass. It allows the partner to submit information to the system using inbound APIs.

When configuring an existing partner with a new buyer, you need to obtain the following details from the partner:

- **Buyer tenant:** for example, Buyer code
- **Supplier tenant:** for example, Supplier code
- **APIs to be enabled:** for example, jobposting, jobseeker, etc.
- **Partner endpoint:** for example, job posting API end point
- **Partner endpoint credentials:** for example, job posting API credentials

4.3 Integration Connectors

The REST API integration requires specific standards and connectors. The supplier and/or buyer need to enable these connectors. It depends on how the talent channel partner has integrated with SAP Fieldglass.

To enable specific standards and connectors – see [Connector Wizard](#).

4.3.1 Enable Integration Connectors

Enable the integration connectors for each company, the pre-processor for an upload connector, and the post-processor for a download connector. Specify a custom connector name and other needed values.

Context

Specify a custom connector name, activity, transfer method, version, and format for each company (supplier and buyer). You can enable the pre-processor for an upload connector and a post-processor for a download connector. To enable specific standards and connectors – see [Connector Wizard](#).

4.4 Event Driven Configuration

SAP Fieldglass distributes job posting details in real time from the specified endpoint to vendors. To make this work, we must set up an event-driven configuration for each supplier and enable a custom script for the Talent Channel buyer company.

In the event-driven push for worker and profile worker, full details are sent in real-time to the defined endpoint during hiring, updating, and closing. To use this feature, event-driven configuration must be enabled for each supplier and Talent Channel buyer company, along with a custom script for the Talent Channel company.

→ Tip

To learn how to set up and for other details on this, see [Event Driven Config](#).

4.4.1 Enable Event Driven Configuration

Enable Event Driven Configuration is a process to set up the trigger to push data outbound from SAP Fieldglass.

Context

An event-driven configuration ID should be created for supplier downloads related to job postings. Also, configure the Work Order and Work Order Revision modules with event-driven configuration, ensuring the correct activities are specified. To learn more, refer to the [Activate/ Inactivate Event Driven Config](#).

4.4.2 Enter the Custom Script

The feature of custom scripts allows you to add your own scripts to modify or enhance an application's functionality. Here are detailed instructions for activating scripts tailored to a specific Buyer Company.

Context

Make sure that the Talent Channel push scripts are enabled with custom scripts. To learn more, refer to the [Event Driven Config](#).

4.5 Verify Event Driven Push

When a job posting, worker, or work order action is distributed, the event-driven push is used to check the request data. You can select View Data Transport under integration tools on the SA page to ensure correct data transmission and tracking job-related activities.

Prerequisites

This task requires the assistance of your SAP Fieldglass implementation representative.

Context

The requested data must be verified on data transport during posting a job, distributing a worker, or a work order.

4.6 PubSub for Interview

PubSub, or Publish/Subscribe, is a messaging pattern. In this pattern, senders, known as publishers, categorize their messages into different classes. They do this without knowing who the subscribers might be, or even if there are any subscribers at all.

Context

Enhancement of the BaseJobSeeker payload in the PublishSubscribe payload allows for the transmission of interview data to FMS, enabling the FMS to manage interview actions for active job seekers. To learn more, refer to the [Publish/Subscribe Framework](#).

4.7 PubSub for Job Seeker Updates

PubSub, or Publish/Subscribe, is a messaging pattern. In this pattern, senders, known as publishers, categorize their messages into different classes. They do this without knowing who the subscribers might be, or even if there are any subscribers at all.

Prerequisites

Note

This configuration is optional for activities related to changing Job Seeker Status.

Context

In addition to the Interview PubSub configuration, buyers can also set up activities for the Base Job Seeker, for example, Shortlist, Edit Rates, and so on. This setup sends the Job Seeker details from SAP Fieldglass to FMS whenever there's an update to the Job Seeker for those specific activities. To learn more, refer to the [Publish/Subscribe Framework](#).

ⓘ Note



You can combine PubSub for Interview and Job Seeker Status Updates into a single PubSub configuration.

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