

Oracle Fusion Cloud Talent Management

**Opportunity Marketplace Questions
and Answers**



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Opportunity Marketplace Questions and Answers

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Get Help

There are a number of ways to learn more about your product and interact with Oracle and other users.

Get Help in the Applications

Some application pages have help icons  to give you access to contextual help. If you don't see any help icons on your page, click your user image or name in the global header and select Show Help Icons. If the page has contextual help, help icons will appear.

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Thanks for helping us improve our user assistance!

1 Opportunity Marketplace Questions and Answers

How do I configure filters and facets for search views?

Give candidates more flexibility in searching for opportunities by configuring various fields as filters and facets. For jobs and gigs, you can use both standard and descriptive flexfields. For Career Roles, you can use standard fields.

If you plan to use flexfields you must first enable the flexfields you want for Opportunity Marketplace.

1. Create the flexfields you want to use and deploy them.
2. On the Manage Search Index page, select the descriptive flexfields that must be indexed.
3. Run the scheduled process called ESS Job to create index definition and perform initial ingest to OSCS. Specify "fa-hcm-requisition" and "fa-hcm-gigs" in the **Index Name to Reingest** field. You need to run the process 2 times with those different Index Name to Reingest parameters. This ensures that all jobs and gigs that already exist in the application are fully indexed for search.

To configure standard or flexfields:

1. Navigate to **My Client Groups > Quick Actions > View More > Search Views**.
2. Search for Opportunity Marketplace and then select one of the following:
 - o Opportunity Marketplace Gigs View
 - o Opportunity Marketplace Jobs View
 - o Opportunity Marketplace Manage Gigs View
 - o Opportunity Marketplace Career Roles View
3. Click the **Filters** tab.
4. Select the fields you want to use.
5. Indicate whether you want to display them as filters or facets (or both).
6. Click **Save and Close**.

How do I set up the Job Fit Advisor in AI Agent Studio?

Enable the Internal Mobility: Job Fit Advisor to help your employees to understand how well they align with a job they're viewing in Opportunity Marketplace. This agent is designed to be embedded on the Job Details page in Opportunity Marketplace.

Note: The agent requires the requisition number of the job currently being viewed. This will be automatically passed to the agent when embedded via Guided Journey configuration.

Note: This agent uses only the employee's profile sections that are subscribed to TM and CONN. You can add more subscriber codes to the relevant business object if needed.

Agent Benefits

- Helps employees evaluate their fit for a specific internal job.
- Highlights matching skills and gaps between profile and job requirements.
- Recommends personalized learning to close identified gaps.
- Supports internal mobility policy queries.
- Embedded seamlessly into the Job Details page of Opportunity Marketplace.

Sample Questions

- How well do I match this job?
- What skills am I missing for this role?
- Can you recommend courses to help me qualify for this job?
- Am I eligible to relocate to take this job?
- What's our internal mobility policy on moving between departments?

1. Go to **Navigator > Tools > AI Agent Studio**.
2. Search for the **Employee Job Fit Agent** template and click **Copy Template**.
3. Add a suffix to the template. This will ensure that all the building blocks of the agent team are created and named as per your configuration nomenclature.
4. Save the agent.
5. Edit the agent that you just created and update the tools to add your own Policy Document Tool.
 - a. Create a new document tool from the tools menu, and choose a name.
 - b. Add a document name and description.
 - c. Change status from Draft to Ready to Publish.
 - d. Run the scheduled process to ingest documents. (Process Agent Documents).
 - e. Edit the agent and remove the ready to use document tool from the agent.
 - f. Add the new tool to the agent.
6. Publish the agent.
7. Create a guided journey and add a task. For details, see [Configure Agent Guided Journey](#).
8. Configure the agent prompt to tailor its behavior and tone, by clicking the ellipsis next to your agent team, and editing the prompt and summarization prompt.

To Embed the agent into the Opportunity Marketplace user interface:

1. Publish the agent team.
2. Create a new Guided Journey, by selecting this agent team as the Workflow Agent. For details, see [Configure Agent Guided Journey](#).
3. Use Visual Builder Studio to insert the agent in the Job List page of the Opportunity Marketplace. For details, see [Extend Application Page with Agent Guided Journey](#)
4. In Visual Builder Studio, find the job list page or open visual build studio while the job list page is open. For details, see [Extend Application Page with Agent Guided Journey](#).
5. Enter the guided journey code in the Set Guided Journeys Code field at the job list page level.

Tool Calls Used by This Agent

Tool Name	Purpose
GetUserDetails	Retrieves logged-in user's personNumber
OM_GET_EMPLOYEE_PROFILE_TOOL	Fetches employee profile using personNumber
OM_EMP_CURRENT_ROLE_TOOL	Retrieves current role of the employee
OM_PROF_SEC_LOV_TOOL	Gets available profile sections
OM_WORKHIST_TOOL	Fetches work history details
OM_EMP_EDU_TOOL	Fetches education details
OM_EMP_SKILLS_TOOL	Fetches skill data
GetJobDetails	Retrieves details of the job requisition using requisition number
GetLearningRecos	Returns learning recommendations for missing skills
INTERNAL_MOBILITY_POLICY_DOCUMENT	Returns policy info related to relocation or internal transfers

Profile Summary

- Current Role: Text format (include location)
- Skills: Comma-separated list of key skills
- Experience: Total years of experience (for example, 6 years)
- Education: Summary of qualifications (for example, degree, major, institution)

Side by Side Job Comparison

My Profile

- Current Role: Title and location
- Skills: Core capabilities listed
- Experience: Duration in years
- Education: Summary of academic background

Job Summary

- Job Title: Role and work location
- Details: 2–3 line summary of job expectations and must-have skills

Fit Assessment

- Fit Rating: Strong / Moderate / Low
- Matched Skills: Highlight what aligns
- Gaps: Identify what's missing

Next Step: Suggest learning if applicable

Learning Recommendations

- Title: Name of the course or material
- Link: Reference URL or location
- Description: 1–2-line summary of what the course covers
- Relevance: Key takeaways that help address job-specific gaps

How do I set up the Job Discovery Advisor in AI Agent Studio?

Enable the Employee Job Discovery Advisor agent on the Opportunity Marketplace Job List page. This agent helps employees to identify internal job opportunities that best match their profile and provides answers to their internal mobility policy questions.

Note: This agent uses only the employee’s profile sections that are subscribed to TM and CONN. You can add more subscriber codes to the relevant business object if needed.

1. Go to **Navigator > Tools > AI Agent Studio**.
2. Search for the **Job Discovery Advisor Agent** template and click **Copy Template**.
3. Add a suffix to the template. This will ensure that all the building blocks of the agent team are created and named as per your configuration nomenclature.
4. Save the agent.
5. Edit the agent that you just created and update the tools to add your own Policy Document Tool.
 - a. Create a new document tool from the tools menu, and choose a name.
 - b. Add a document name and description.
 - c. Change status from Draft to Ready to Publish.
 - d. Run the scheduled process to ingest documents. (Process Agent Documents).
 - e. Edit the agent and remove the ready to use document tool from the agent.
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To Embed the agent into the Opportunity Marketplace user interface:

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4. In Visual Builder Studio, find the job list page or open visual build studio while the job list page is open. For details, see [Extend Application Page with Agent Guided Journey](#).

5. Enter the guided journey code in the Set Guided Journeys Code field at the job list page level.

Tooks Called by this Agent

Tools Called by this Agent

Tool Name	Purpose
GetUserDetails	Retrieves logged-in user's personNumber
get_employeePersonProfile	Retrieves profile using personNumber
OM_EMP_CURRENT_ROLE_TOOL	Fetches current role details
OM_PROF_SEC_LOV_TOOL	Retrieves available profile sections
OM_WORKHIST_TOOL	Retrieves work history section
OM_EMP_EDU_TOOL	Retrieves education section
OM_EMP_SKILLS_TOOL	Retrieves skills section
GetOpenJobs	Searches open jobs based on generated keywords
InternalJobDetails	Fetches clickable job URL for requisition numbers
INTERNAL_MOBILITY_POLICY_DOCUMENT	Returns policy information from uploaded documentation

Categorization Logic for Job Recommendations

- Stretch Opportunities — Career advancement roles
- Strong Matches — Aligned with current experience
- Perfect Fits — Ideal or overqualified matches

Each job recommendation includes:

- Job Title
- Clickable Requisition Link (via InternalJobDetails)
- Location
- Justification for Match

How do I change a gig start date to today or a future date?

You can change the start date of a published gig on or after the initial start date.

For example, you published a gig with a start date of September 1, but on September 1 you decide to move the start date to September 8. Perhaps it's September 3, and you want to change the start date from September 1 to September 8. You can change the start date of a gig to reflect the current date or a future date.

Note: You can't change the date to a day in the past.

1. Navigate to **Me > Quick Actions > Show More > Opportunity Marketplace**.
2. Click **Created Gigs**.
3. Find the gig you want and select **Edit** from the Actions menu.
4. Change the start date to the current date or any date in the future.
5. Click **Publish** to republish the gig.

How do I configure job and gig cards?

In Opportunity Marketplace, you can configure job and gig cards to display values other than what displays by default. For example, perhaps you prefer to show Recruiter Name where the Job ID currently displays.

There are four slots on each card that you can configure:

- gigCardSlot1FieldCode, gigCardSlot2FieldCode, gigCardSlot3FieldCode, and gigCardSlot4FieldCode
- jobCardSlot1FieldCode, jobCardSlot2FieldCode, jobCardSlot3FieldCode, and jobCardSlot4FieldCode

Note: There's no validation preventing you from using the same value in multiple card slots.

1. Navigate to Opportunity Marketplace.
2. Select the **Edit Page in Visual Builder Studio** task in the Settings and Actions menu.
3. Select your project or create a new one. Ensure that you're in **Express** mode.
4. In the Page Properties panel, select a value from the appropriate job or gig card slot drop-down lists.
5. Preview and publish your changes.

Configure Manager Approval for Gigs

In Opportunity Marketplace, you can add an approval step to the application process to require manager approval before employees can work on gigs. Once the approval process is set up, gig applications are automatically routed to managers for approval when a gig creator assigns a gig to an applicant.

For gig creators, a gig application status is set to Pending for Approval until it's either approved or rejected by an applicant's manager. You can't assign a gig to another person until a manager rejects the assigned employee's application.

For gig seekers, gigs display with a status of Pending for Approval on their dashboards to let them know that they're awaiting manager approval.

Managers approve or reject gig by clicking Approve and Reject buttons in either:

- Email notification
- Bell notification (Alerts Icon)

Once managers approve or reject a gig request, both gig creators and seekers are notified.

If a gig is canceled before the approval from line manager, then the Approve and Reject buttons won't be clickable.

1. Go to the **Tools** work area.
2. Click **Transaction Console**.
3. Click the **Approval Rules** tab.
4. Select the Approve Gig Assignment process and click the Edit icon.
5. Clear the Bypass Approvals check box to indicate that gig applications should go through approval process. If you select Bypass Approvals, then gig applications will not go to the manager approval process when the gig is assigned by the gig manager to the gig applicant.

How do I hide the Current Jobs menu under Me?

When Opportunity Marketplace is enabled, you can optionally hide the Current Jobs menu under Me. Doing so ensures employees can only use Opportunity Marketplace to search for internal jobs.

1. Access the Me section in structure configurations, and find the configuration for Current Jobs navigation.
2. Edit the current job navigation entry, and select the **EL Expression** option under the **Show on Springboard** field.
3. Edit the EL expression and include the following text:

```
#{Offerings.isFeatureEnabledForImplementation.ORA_IRC_RCE and!  
( (securityContext.userGrantedPermission['permissionClass=oracle.adf.share.security.authorization.MethodPermission;targetAction=invoke']) and(Profile.values.ORA_HCM_OPP_MARKET_PLACE_JOBS eq 'Y')) }
```

4. Save and close the edited navigation entry.

