



1H 2026 Release Briefing Series

SAP SuccessFactors



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Recruitment Management

SAP SuccessFactors 1H 2026 Release Briefing





Jacob Harbech

Jacob is an SAP SuccessFactors consultant with extensive experience in global implementations in the areas of IT, HR, and Recruitment consulting.

He is certified in SmartRecruiters and holds professional certifications in Recruiting Management and Recruiting Marketing. Further, he is certified in Onboarding and Employee Central.

Jacob has more than 7 years of experience in SuccessFactors and HR consulting.



Agenda

- Most Important Topics
- Other Release Features
- Product Road Map

Most Important Topics



Interview Feedback Pending Column in the Redesigned Applicant Workbench

As a recruiter, you can now identify candidates awaiting interviewer feedback and send timely reminders to interviewers in the new Applicant Workbench.

In the current version, the new Applicant Workbench includes a feedback pending column. Choosing the **Pending** label opens a dialog box that displays the names of interviewers with pending feedback and the date they were last nudged.

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

The screenshot shows the 'Applicants' section of the Applicant Workbench. At the top, there is a search bar with the text 'Search for name' and a 'Reset' button. Below the search bar, there is a table of applicants with columns for Name, Status, Applicant Type, Skills Compatibility, and Application Date. A dialog box is open over the table, titled 'Nudge', which contains a table of interviewers and their last nudge dates. The dialog box also has 'Nudge' and 'Cancel' buttons. A 'Feedback Pending' column is visible on the right side of the table, with a 'Pending' label next to one of the rows.

Name	Status	Applicant Type	Skills Compatibility	Application Date	Feedback Pending
[Redacted]	Requisition Closed	[Icon]	No data available	07/12/2023	[Redacted]
[Redacted]	Requisition Closed	[Icon]	No data available	31/08/2023	Pending
[Redacted]	Forwarded	[Icon]	No data available	[Redacted]	[Redacted]
[Redacted]	Forwarded	[Icon]	No data available	[Redacted]	[Redacted]
[Redacted]	Forwarded	[Icon]	No data available	[Redacted]	[Redacted]
[Redacted]	Forwarded	[Icon]	No data available	[Redacted]	[Redacted]

The level of impact is Medium

Active Applicants Filter in Applicant Workbench

As a recruiter, you can now filter to view only active applicants in the new Applicant Workbench

The new Applicant Workbench introduces the **Show Active Applicants Statuses Only** toggle that allows you to filter the applicant list.

This enhancement helps recruiters quickly focus on applicants who are still progressing through the hiring process, reducing manual effort and improving efficiency.

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

The screenshot displays the Applicant Workbench interface. On the left, the 'Status and Filters' panel is visible, with the 'Show Active Applicants Statuses Only' toggle checked. The main area shows a list of applicants with columns for Name, Status, State / Province, Forwarded from Requisition, Date Forwarded, Applicant Type, and Application Date.

Name	Status	State / Province	Forwarded from Requisition	Date Forwarded	Applicant Type	Application Date
[Redacted]	New Application				[Icon]	04/16/2019
[Redacted]	Prepare Offer Details				[Icon]	04/12/2019
[Redacted]	Prepare Offer Details	California			[Icon]	04/10/2019
[Redacted]	Hired	Alaska			[Icon]	04/09/2019

The level of impact is Medium

Enhancements to the Redesigned Applicant Workbench

SAP have enhanced the New Applicant Management tool to support more onChange and onSave rule scenarios.

The following enhancements have been made to the redesigned Applicant management tool:

onChange:

A new status drop-down is added to the Applicant Information portlet, triggering OnChange business rules, alerts, and validations when updated. This ensures all required information is completed before the status change is saved.

Automatic Job Requisition Closure:

With this feature, when an application is moved to **Hired** status via an OnSave rule, the system automatically updates the number of openings to 0 and moves all remaining in-progress applications to **Requisition Closed** status. The remaining candidates are notified through email and the job requisition is closed.

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

The level of impact is Medium

Custom Country Labels in SAP SuccessFactors Recruiting

You can now customize country labels in the standard country picklist to meet your organization's compliance and legal requirements

This allows you to modify country labels in the standard country picklist without affecting the underlying business logic.

The system validates country entries by matching the external_code field with the three-letter country code, ensuring that your custom labels display correctly.

Enable by:

Admin Center → Manage Recruiting Settings →

Enable country label customization.

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured



Other Release Features




Help with Unresolved Tokens in Offer Letters

As a recruiter, you're now shown a warning message when there are unresolved tokens in a draft offer letter.

When you generate an offer letter, the system now detects unresolved tokens and highlights them.

When you choose **Next** or **Preview**, the system detects unresolved tokens and displays the **Tokens with No Data** dialog.

 This template contains tokens that refer to fields without any data. As a result, these fields appear blank in the final document. To ensure that the necessary data is shown, ensure that you only use tokens for valid fields and remind people to provide the required information.

Job Requisition fields

1. Relocation Pack - JOB_REQUISITION_CUSTOM9

Other Fields

1. City - USER_CITY

The unresolved tokens are also highlighted in the generated offer letter itself.

\$100,000
Canada
[[USER_CITY]]
Recruiter : Alissa Rankin
[[CANDIDATE_NAME]]
John Smith
[[JOB_REQUISITION_CUSTOM9]]

Type: Changed

Lifecycle: General Availability

Enablement: {{Enablement}}

Reportable Custom Fields for Recruiting Templates

As an administrator, you can now configure custom fields as reportable for recruiting templates directly in Admin Center.

The **Manage Reportable Custom Fields** tool in Admin Center allows you to make custom fields reportable for Job Requisition, Job Application, and Candidate Profile templates.

Required Permissions:

Manage Reportable Custom Fields, in
Manage Permission Roles → Manage Recruiting

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

The level of impact is Low



Candidate Purge for In-Progress Applications of Deleted Requisitions

As an administrator, you can now opt in to treat in-progress applications from deleted requisitions as inactive for candidate profile purge.

You can now enable the **Include in-progress applications from deleted requisitions as Inactive** sub-switch to purge candidate records for candidates who meet retention criteria.

In the previous version, any in-progress application blocked candidate profile purge, even when the related requisition was deleted, so applications were not picked up by purge and candidates could not be anonymized.

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

The level of impact is High



Skills Unification for Job Requisition and Interview Central

Recruiters can now add AI-extracted skills and skills from **Talent Intelligence Hub** to the job requisition, job profile, and in interview central using a unified skills picker.

The new skills picker will be available in the **Job Profile Details** page on the Job Requisition.

Type: New

Lifecycle: General Availability

Enablement: Customer configured

The screenshot shows the 'Job Profile Details' page for 'Product Manager (6707)'. The page has a navigation bar with tabs: 'Job Requisition Details', 'Job Profile', 'Candidates (1)', 'Job Postings (2)', 'Candidate Search', and 'Campaign URL Builder'. Below the navigation bar, there are buttons for 'Internal Posting Preview' and 'External Posting Preview'. The main content area shows 'Role: Product Manager' with an 'Update' button and an 'Add Section' button. Below this is a section titled 'Technical Skills' with the subtitle 'Shown on internal and external posting'. There are 'Format' and 'Add' buttons. A table lists skills with 'Mark as Primary' toggle switches and 'x' icons for removal.

Skill Name	Mark as Primary	
AngularJS	<input checked="" type="checkbox"/>	x
Communication	<input checked="" type="checkbox"/>	x
Conflict Resolution	<input type="checkbox"/>	x
Project Management & Development	<input checked="" type="checkbox"/>	x
Agile Methodology	<input type="checkbox"/>	x
Analytical Thinking	<input type="checkbox"/>	x
Generation of Ideas	<input checked="" type="checkbox"/>	x
Mentoring	<input checked="" type="checkbox"/>	x
Product Strategies	<input checked="" type="checkbox"/>	x

The level of impact is Medium



Deprecation of "Top Jobs" and "View All Jobs" Links on Career Sites

The Top Jobs and View All Jobs link types will be Deleted on May 14, 2027

Top Jobs and **View All Jobs** from Career Site Builder, wherever you can add them as links on a career site.

On the deletion date, the link types will be removed from Career Site Builder, but not from your configured career sites. Links will no longer work. We recommend that you remove all **Top Jobs** and **View All Jobs** links from your career sites before the deletion date.

Type: Changed

Lifecycle: Deprecated

Enablement: Automatically on

The level of impact is Low



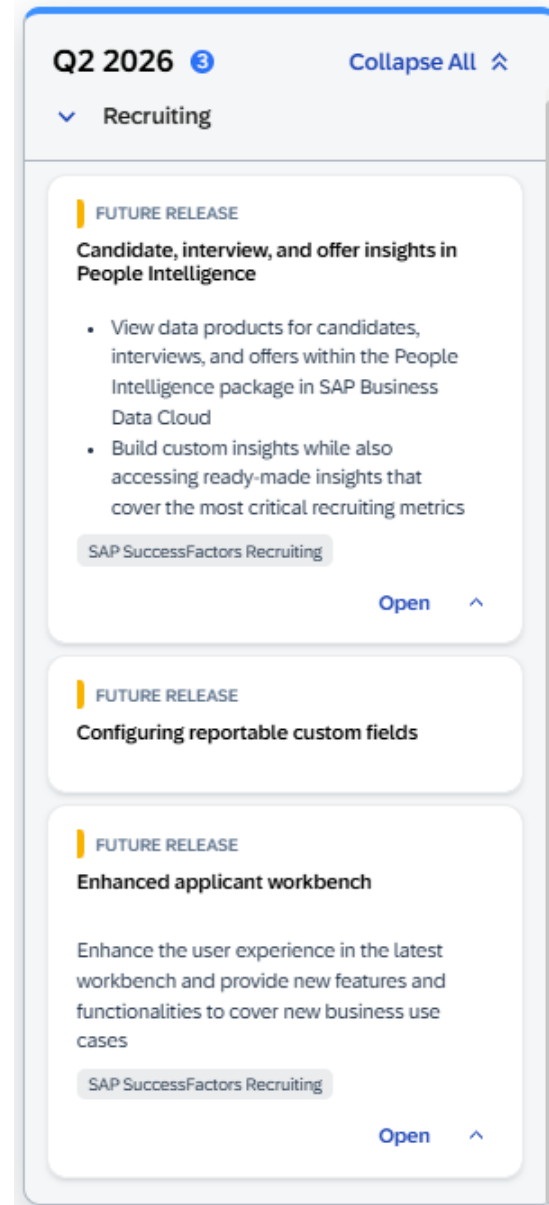
Product Road Map



Candidate, interview, and offer insights in People Intelligence

Click on the following [link](#) to access the Product Roadmap for Recruiting

Click on the following [link](#) to access the Product Roadmap for more SuccessFactors modules.





Thank you

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