



1H 2026 Release Briefing Series

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SAP SuccessFactors

Talent Intelligence Hub, Job Profile Builder & Opportunity Marketplace

1H 2026 Release Briefing





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SuccessFactors Experience: Since 2019

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She holds a professional certification in Performance & Goals Management and Succession Management in SAP SuccessFactors as well as an associate certification in Career Development Planning. She also holds certifications in Qualtrics EX, 360 and SuccessFactors Employee Central & Recruiting.



Agenda

Talent Intelligence Hub, Job Profile Builder & Opportunity Marketplace 1H 2026 Release

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

Most Important Topics



Multi-Level Job Architecture in Job Profile Builder

- As an administrator, you can now configure and manage multiple job architecture levels in Job Profile Builder, utilizing the newly introduced tab in Manage Job Profile Content.
- You can also map skills, competencies, and custom attributes to job families. Once the skills and other attributes are added to the job family, they do not remain limited to only the families. Instead, the skills and other attributes are now automatically cascaded to all the sub-families and roles within the same family hierarchy.

Configuration Requirements:

- You've completed a successful migration from Job Description Manager to Job Profile Builder.
- You've configured the SubFamilyDefinitionEntity object in the Manage Data page.

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

Admin Center

Search for actions or people

Back to: Admin Center

Manage Data

Search: SubFamilyDefinitionEn... Sub-Family (1047920) Include Inactive Records: No

Create New: No Selection, SubFamilyDefinitionEntity (selected), Take Action

SubFamilyDefinitionEntity: Sub-Family (1047920)

- name: Sub-Family
- pluralName: Sub-Families
- subFamilyLevel: 1
- status: Active
- externalCode: 1047920
- subModule

Back to: Admin Center

Manage Job Profile Content

From here you can view your job profile content and then manage it. Add, delete, inactivate or modify filter or search.

Set Up Families and Roles

Families **Sub-Families** Roles

Show Sub-Family by: Root Family Go

1 Sub-Family

Delete

Sub-Family Name	Parent Family	Root Family	Level	Status	Actions
<input type="checkbox"/> HR Talent Managem...	Human Resources	Human Resources	Sub-Family	Active	

Edit: Sub-Family

Edit the content (Sub-Family) that can be used for job profiles.

* Sub-Family Name: HR Talent Management

* Parent Family: Human Resources

1 Roles 0 Family Skills 0 Family Competencies 0 Family Attributes

1 Role

Role Name	Job Codes	Added	Last Modified	Actions
Learning & Development ...	0	07/25/2025	04/14/2026	

The level of impact is **High**. This improvement allows you to configure your job architecture more granularly. Review and test the improvement before production enablement.

Certificates in Talent Intelligence Hub

- Administrators can now use a new predefined attribute type called Certificates in the Attributes Library of Talent Intelligence Hub.

With this enhancement, the administrators can perform the following tasks:

- Create and manage certificates in a single, authoritative location
- Configure whether proof documents are required for each certificate
- Configure renewal rules and expiry settings
- Link certificates to relevant skills and assign the proficiency level granted

With this enhancement, the **employees** can perform the following tasks:

- Add certificates from the Attributes Library
- Upload documents as a proof for the certification (optional)
- View the status of all certificates at one place

Also, **managers** can:

- View certificates and statuses for all direct reports
- Monitor expired certificates and the ones that are due for expiry
- Approve or reject certificate addition, modification, or renewal requests

Type: New

Lifecycle: General Availability

Enablement: Automatically on

Certificates (4)

Name	Status	Tags	Associated Skills	Last Modified By	Modified On
ITIL 4 Foundation	Active	1 Item	2 Items	Admin EP Elena Andrei	Apr 14, 2026
Certified ScrumMaster	Active	1 Item		Admin EP Elena Andrei	Apr 14, 2026
Project Management Professional (PMP)	Active	2 Items		Admin EP Elena Andrei	Apr 14, 2026
SHRM Certified Professional (SHRM-CP)	Active	Human Resources		Admin EP Elena Andrei	Apr 14, 2026

Cameron 1 Employee
Marketing Specialist

Welcome to Growth Portfolio!

Certificates

- ITIL 4 Foundation Certificate

Competency

- Communicating Effectively: Competency **Good**, Current: 5 - Substantially Exceeds Expectations, Expected: 5 - Meets Expectations
- Driving for Results: Competency **Good**, Current: 3 - Substantially Exceeds Expectations, Expected: 3 - Meets Expectations
- Critical Thinking: Competency **Good**, Current: 3 - Substantially Exceeds Expectations, Expected: 3 - Meets Expectations
- Acquiring Information: Competency **Good**, Current: 2 - Needs Development, Expected: 2 - Needs Development
- Adapting to Others: Competency **Good**, Current: 3 - Substantially Exceeds Expectations, Expected: 3 - Meets Expectations

Skill

- AI-Assisted Productivity (Copil...)
- Integrated Campaign Manage...
- Case Management (HR)
- Influencer and Community
- Event Marketing

ITIL 4 Foundation

Status: Active | Date of Issue: Apr 14, 2026 | Expiry Date: Feb 7, 2027 | Tags: IT Infrastructure and Support

Description

Certifies foundational knowledge of IT service management best practices aligned with the ITIL 4 framework, enabling effective and customer-focused service delivery.

Documents and Credentials

Supporting Document

Attached File: ITIL4_Foundation_Dummy_Certificate.pdf
 Uploaded On: Apr 14, 2026, 12:00 AM
 File Size: 2.30 KB

Credentials

Issuing Authority: AXELOS
 Date Of Issue: Apr 14, 2026
 Expiry Date: Feb 7, 2027

Other Information

Added On: Apr 14, 2026 | Validity: 10 Months
 Added By: Cameron 1 Employee | Supporting Document: Required
 Modified On: Apr 14, 2026 | Renewal Required:



The level of impact is **High**. Review your business requirements and test the new attribute type in your QA instance. Review the capabilities and design your process to adopt it if it meets business requirements.

Manage Growth Portfolio Ratings

- You can now set which internal and external sources are allowed to change or lower proficiency levels for attributes in the Growth Portfolio.
- In the Manage Growth Portfolio Ratings screen, you can see a list of all the data sources that allow the proficiency level updates to be made to the Growth Portfolio (import file, Job Profile Builder, Learning, Continuous Performance Management, etc.). This also includes any external skill partner data sources which are registered through the Manage Data Sources page.

- When the proficiency level overwrite option for a data source is enabled, the proficiency level lowering option for that data source is also enabled by default. However, you can modify the proficiency lowering setting for that data source if required.
- When the proficiency level overwrite option for a data source is disabled, the proficiency level lowering option for that data source is also disabled by default. However, you cannot modify the proficiency lowering setting for that data source.

Type: New

Lifecycle: General Availability

Enablement: Automatically on

The screenshot shows the 'Manage Growth Portfolio Ratings' settings page. The left sidebar contains a 'Settings' menu with 'Manage Growth Portfolio Ratings' highlighted. The main content area displays a table of sources with the following data:

Name	Rating Overwrite Allowed	Rating Lowering Allowed	Last Modified By	Modified On
Performance Management Forms	Yes	Yes	System Admin	Mar 10, 2026
Talent Intelligence Hub	Yes	Yes	System Admin	Mar 10, 2026
Career Development Plan	Yes	Yes	System Admin	Mar 10, 2026
Learning Management System	Yes	No	System Admin	Mar 10, 2026
Import File – Talent Intelligence Hub	Yes	Yes	System Admin	Mar 10, 2026
Certificates – Talent Intelligence Hub	Yes	No	System Admin	Mar 10, 2026

The level of impact is **High**. Review the new capabilities and make the necessary changes to your settings according to your requirements.

New Settings Page in Talent Intelligence Hub

A new Settings page is available under Manage Talent Intelligence Hub to manage some of the administrative tasks in Talent Intelligence Hub. The Settings page allows you to perform the following tasks.

- Manage General Settings
 - Allows you to control the visibility of the attributes
 - Allows you to define if a job profile link should be present in the team view for managers
- Manage Growth Portfolio Ratings
- Manage Growth Portfolio Visibility
- Manage Skills Governance
- Manage Users for Data Sources
- Manage Certificates
- Manage Banners

Some of the settings/items on this page are new release items which should be reviewed separately. Others, are the same settings that existed before 1H 2026, but have all moved under one page.

Type: New

Lifecycle: General Availability

Enablement: Automatically on

Admin Center / Manage Talent Intelligence Hub / Settings

Settings

- Manage General Settings
Manage general settings for Talent Intelligence Hub and Growth Portfolio.
- Manage Growth Portfolio Ratings
Determine whether the current ratings in the Growth Portfolio can be overridden or lowered based on ratings from other sources.
- Manage Growth Portfolio Visibility
Enable or disable the Growth Portfolio for the employees in your organization.
- Manage Skills Governance
Manage which data sources that support skill imports follow the standard skills governance process and which can be excluded.
- Manage Certificates
Manage certificate attachments settings, expiry settings, and email notification settings.

Manage General Settings

Manage general settings for Talent Intelligence Hub and Growth Portfolio.

Settings (2)	
Setting Name	Enabled
Target Criteria	No
Job Profile Link in Team View	No

Manager General Settings → Job Profile Link in Team View **Enabled**:

Growth Portfolio / Team View

Team View

Direct Reports (3)

Skill (27)	Irmina 1 Employee	Cameron 1 Employee	Ellie 1 Employee
<input type="text" value="Search for Skill"/>	View Job Profile	View Job Profile	View Job Profile
AI Literacy	Not Added	1 Beginner	Not Added

The level of impact is **Medium**. The new page allows you to access the new capabilities and settings. Review them alongside the details of each capability.



Skill-Based Search Available in Enhanced People Search

- With Growth Portfolio enabled, **you can now allow users to search for employees by skills, attributes, and proficiency levels** in the enhanced People Search experience.

Configuration Requirements:

- The “Enable Solr People Search (requires Role-based Permission)” option is enabled in Provisioning.
- The “Enable Company Onboarding for Enhanced People Search” and “Enable Enhanced People Search” options are enabled.
- **SAP is progressively activating the enhanced People Search across datacenters and performing re-indexing. Please review the SAP documentation for the timeline.**

To use the skill-based search capability in Directory Search, make sure that you've met the following prerequisites:

- Directory Search is enabled for your organization.
- You've selected the “Skill and Attribute” search criteria under Admin Center → Company System and Logo Settings → Enable Enhanced People Search → Enable Certain Search Fields for Directory Search.

To allow the skill-based search for Enhanced People Search ensure that:

- Users have the User Permissions → Growth Portfolio → Growth Portfolio → “Actions: View” permission to search for employees with skills and attributes.
- Users have the User Permissions → Growth Portfolio → Proficiency Level Scale → “Actions: View” permission to find employees by proficiency levels.

Type: New

Lifecycle: General Availability

Enablement: Customer configured

The screenshot displays the SAP Directory Search interface. At the top, there is a search bar with the text "Search for actions or people" and a magnifying glass icon. Below the search bar, there are navigation tabs: "Org Chart", "Position Org Chart", "Company Structure Overview", "Directory" (highlighted with a red box), and "Resources". The main heading is "Directory Search". Below this, there is a search input field with the placeholder text "Search by name, email, assignment ID, or other criteria". A red box highlights the "Skills and Attributes" section, which includes a "Select" button and two dropdown menus: "AI:" with "Beginner1" selected and "Accounting:" with an empty selection. Below this is the "Employee Information" section, which contains several input fields: "First Name:", "Middle Name:", "Last Name:", "Username:", "Person ID:", and "National ID:". There are also dropdown menus for "Division:" and "Location:", and date pickers for "Hire Date From:" (with "e.g. Dec 31, 2026" as an example) and "Hire Date To:". At the bottom, there are five "Customizable Field" dropdowns and a checkbox for "Active Users Only" which is checked. A "Search" button and a "Reset" button are located at the bottom of the form.



The level of impact is **High**. If you have adopted the Growth Portfolio, this feature is a major improvement and requires testing and setup for your company.

Skills Governance in Talent Intelligence Hub

- You can now manage, standardize, and govern skills using a dedicated governance process in the Talent Intelligence Hub.
- You can take advantage of the Skills Governance process regardless of whether the AI-assisted Skills Standardization feature is enabled.
- You can infer skills through the AI-assisted use cases, import them, or create them manually. The inferred or imported skills are first available in the staging area for your review. You can review and evaluate each skill before adding it to the Attributes Library.

- The **Imported** tab lists skills from data sources you set up on the Configure Skills Governance page. You can review these skills and set their standardization status as required.
- The **Inferred** tab lists skills which are inferred from the AI-assisted skill inference use cases. These skills are already standardized.

Type: New

Lifecycle: General Availability

Enablement: Automatically on

The level of impact is **High**. If you are using Talent Intelligence Hub, familiarize yourself with the functionality and review it in your instances.



Target Criteria for Attribute Types and Tags

- As an administrator, you can now define a target criteria to restrict the attributes visibility across different modules in SAP SuccessFactors.
- Enable the Target Criteria setting on the Manage Talent Intelligence Hub Settings → Manage General Settings page
- Once configured, the target-criteria-based restrictions apply to all the attributes used within different modules in SAP SuccessFactors.

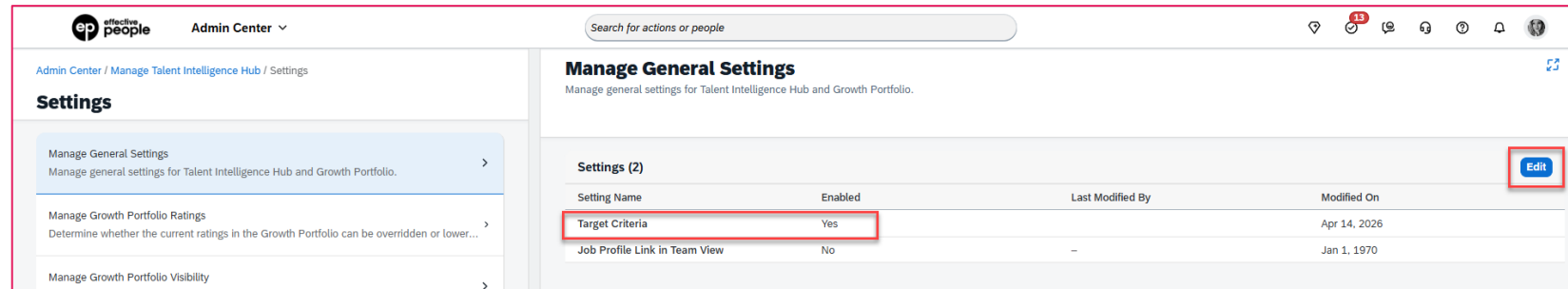
The target criteria configuration is supported in the following modules:

- Talent Intelligence Hub (Attributes Library)
- Talent Intelligence Hub (Growth Portfolio)
- Job Profile Builder
- Recruiting
- Opportunity Marketplace
- Succession Planning
- Performance Management

Type: New

Lifecycle: General Availability

Enablement: Automatically on



Admin Center / Manage Talent Intelligence Hub / Settings

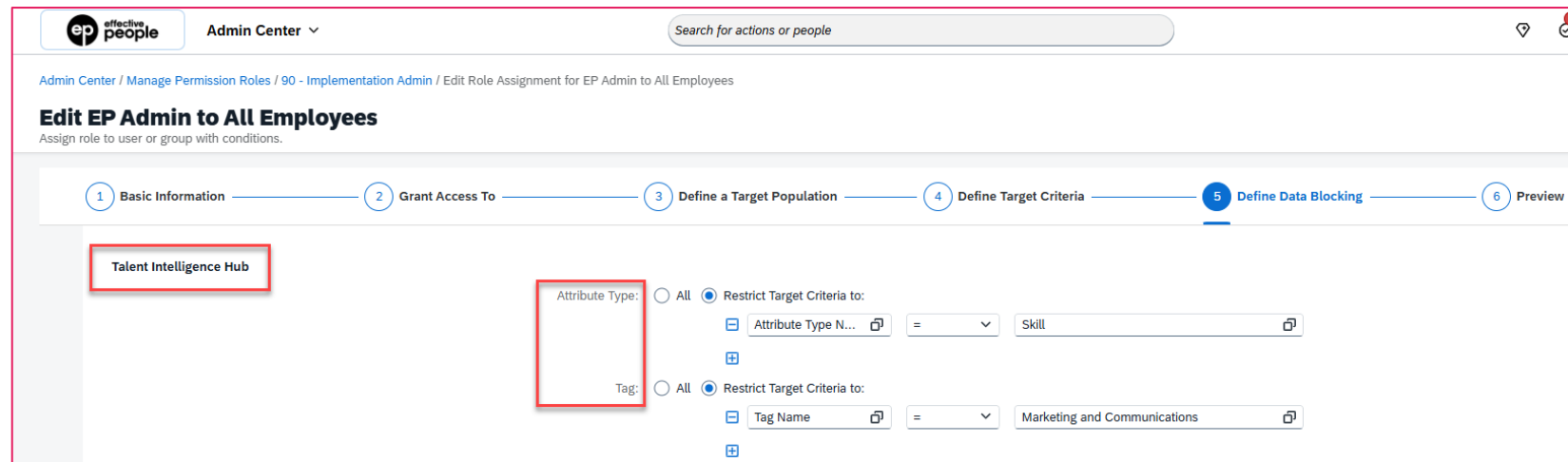
Settings

- Manage General Settings
Manage general settings for Talent Intelligence Hub and Growth Portfolio.
- Manage Growth Portfolio Ratings
Determine whether the current ratings in the Growth Portfolio can be overridden or lower...
- Manage Growth Portfolio Visibility

Manage General Settings

Manage general settings for Talent Intelligence Hub and Growth Portfolio.

Setting Name	Enabled	Last Modified By	Modified On
Target Criteria	Yes		Apr 14, 2026
Job Profile Link in Team View	No	-	Jan 1, 1970



Admin Center / Manage Permission Roles / 90 - Implementation Admin / Edit Role Assignment for EP Admin to All Employees

Edit EP Admin to All Employees

Assign role to user or group with conditions.

- Basic Information
- Grant Access To
- Define a Target Population
- Define Target Criteria
- Define Data Blocking
- Preview

Talent Intelligence Hub

Attribute Type: All Restrict Target Criteria to:
Attribute Type N... = Skill

Tag: All Restrict Target Criteria to:
Tag Name = Marketing and Communications

The level of impact is **High**. With this new permission setting, more granularity can be achieved in granting access. Review and assess if changes are required to your permission setup.

Data Source Management

- Administrators can now add skills partner data sources and configure users to manage the data sources.
- You can add the partner sources by selecting from an available list of partner names.

Once the data sources are set to **Active**, you can view them in the Manage Users for Data Sources page. This page allows you to add and remove users for all the active data sources. The users that are added to the data sources can seamlessly manage all the capabilities for that data source. This includes managing the import and export capabilities of the Growth Portfolio data. You can add a maximum of 5 users to manage the capabilities for a data source.

Type: New

Lifecycle: General Availability

Enablement: Customer configured

The screenshot displays two overlapping interface panels. The top panel, titled 'Manage Data Sources', shows a search bar, a status filter set to 'All', and a table with 4 data sources. The bottom panel, titled 'Manage Users for Data Sources', shows a settings sidebar with 'Manage Users for Data Sources' highlighted, and a table of registered data sources with user management options.

Manage Data Sources

Search: [] Q Status: All [v] Go Adapt Filters (1)

<input type="checkbox"/>	Name	Data Source Type	Status
<input checked="" type="checkbox"/>	[]	Partner	Inactive
<input checked="" type="checkbox"/>	[]	Partner	Active
<input type="checkbox"/>	[]	Partner	Active
<input type="checkbox"/>	[]	Partner	Active

Settings

- Manage Growth Portfolio Ratings
- Manage Growth Portfolio Visibility
- Configure Skills Governance
- Manage Users for Data Sources**
- Manage Certificates

Manage Users for Data Sources

Manage user access for all the external data sources in the organization

Name	Data Source Type	Status	Assigned Users
[]	Partner	Inactive	0
[]	Partner	Active	0
[]	Partner	Active	0
[]	Partner	Active	0

The level of impact is **High**. External partner data sources can now be managed in TIH. Review the new feature and test it if you are integrating TIH with an external skills partner.



Deprecation of Job Description Manager

Type: New

Lifecycle: Deprecated

Enablement: Automatically on

- Job Description Manager (the framework for managing legacy job families and roles) will reach End of Development on May 15, 2026 and will be Deleted on **November 12, 2027**.
- Customers will need to upgrade to Job Profile Builder (JPB) by the 2H 2027 release.
- JDM is the legacy tool used in SAP SuccessFactors to manage Families & Roles, competencies, and job descriptions. Job Profile Builder (JPB) is the modern, MDF based successor to JDM.
- SAP's documented roadmap and deprecation patterns show the ongoing retirement of legacy frameworks. JDM's retirement aligns with this strategy, and SAP has formally indicated the need for customers using legacy Job Management tools to migrate to Job Profile Builder (JPB) or Talent Intelligence Hub (TIH) to avoid blocking future upgrades. Once JPB is in place, customers may choose to enable Talent Intelligence Hub (Recommended).

The level of impact is **High**. Prepare for migration before 2H 2027.

Other Release Features



Administrator Pages Revamp for 1H 2026: Manage Job Profiles

- SAP has revamped pages in Admin Tools to align with current SAP user interface standards. Among those pages, is also the Manage Job Profiles page.
- The pages have the same settings and functions.

- The 1H 2026 batch of revamped pages has a **New Admin Experience switch** that allows you to go back to the legacy page. The toggle lasts for six months: until 2H 2026, when the latest experience will become permanent.

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

The screenshot displays the SAP Admin Center interface for managing job profiles. At the top, there's a search bar and navigation options. Below, a table lists job profiles with columns for Name, Family, Role, Positions, Last Updated By, Last Modified, and Status. An 'Edit Job Profile' modal is open, showing a form with the following sections:

- Job Profile Name:** Talent Acquisition Specialist
- Long Description:** A rich text editor containing a detailed description of the Talent Acquisition Specialist role.
- Interview Question:** A text area with the question: "Tell me about a time when you had to solve a complex problem. In your previous role, how did you handle a situation where unexpected tasks or urgent issues disrupted your planned work schedule? What steps did you take to manage your time and minimize the impact on your overall productivity?"
- Competencies:** A list of competencies including "Accepting Direction".

The level of impact is **Low**. We recommend that you use the latest experience and familiarize yourself with it.



Enhancements to Growth Portfolio Data Export

- You can now filter and sort Growth Portfolio data using Integration Center.
- When you initiate an export of Growth Portfolio data using the Integration Center, you can now apply filters to control which data elements are included in your export. You can apply the necessary filters in the Filter and Sort tab when exporting your data.

- You can only have five Integration Center jobs with the Multiple Executions Per Day type of schedule in your SAP SuccessFactors instance, and this can't be changed.
- You can schedule multiple job executions per day for Growth Portfolio data export. Each job executes independently at the configured time.

Type: New

Lifecycle: General Availability

Enablement: Automatically on

The screenshot displays the 'Admin Center' interface for 'Integration Center - Growth Portfolio Export - Version 2'. The 'Filter and Sort' tab is active, showing configuration options for 'Filter Set 1'. A dropdown menu is open, listing fields: 'personid', 'proficiencyLevel', 'proficiencyAssignedDate', 'status', and 'lastModifiedBy'. The 'Operation' is set to 'is equal to'. Below, the 'Time-Based Filters' section shows 'Last Run Time' as 'Jan 1, 1970, 2:00 AM'. The 'Advanced Sorting' section shows 'Sort By' as 'personid' and 'Sort Order' as 'Descending'. A search bar at the top reads 'Search for actions or people'.

The level of impact is **Low**. If you have regular integration exports for Growth Portfolio, review the change and take the appropriate action.

Bulk Translate Available in Job Profile Page

- Use the new Bulk Translate option in the latest Manage Job Profiles page to translate the short and long descriptions of a job profile in more than one languages at a time. This option is available in the screen where you add translations for short and long descriptions for the job profiles.

Configuration Requirements

- You've purchased the AI units license.
- You've enabled Bulk Translate and Extended AI Locales
- You have assigned proper permissions.

The level of impact is **Medium**. If you have enabled premium AI features, this enhancement can be adopted for admins.

- This enhancement reduces the manual effort for translation and increases efficiency by providing a faster way to translate the descriptions to multiple languages at a time.

Type: New

Lifecycle: General Availability

Enablement: Contact CEE or Account Manager

The screenshot displays the 'effective people Admin Center' interface. The main page is titled 'Edit Job Profile' and shows a form for editing a job profile. A 'Translations' modal window is open, allowing the user to select a source language (English US) and a target language. The modal also includes options for 'Target Language' (All or Only Selected) and 'Overwrite Existing Values' (No or Yes). A 'Bulk Translate' button is highlighted in the background, and a 'Generate Translations' button is visible in the modal. The background form shows fields for 'Family: Human Resources', 'Role: Talent Acquisition Specialist', 'Job Profile Name: Talent Acquisition Specialist', and 'Long Description' with a rich text editor. An 'Interview Question' section is also visible at the bottom.

Migration of Role Descriptions from Job Description Manager to Job Profile Builder

Type: New

Lifecycle: General Availability

Enablement: Automatically on

- You can migrate the existing role descriptions from Job Description Manager to Job Profile Builder.
- During the migration from Job Description Manager to Job Profile Builder, all existing role descriptions are automatically migrated to Job Profile Builder. For every role available in Job Description Manager, a corresponding job profile is created in Job Profile Builder. The description associated with each role in Job Description Manager is copied into the job profile name field in Job Profile Builder. This ensures that your existing job-related content is preserved without the need for manual updates.
- This enhancement simplifies the process of maintaining the job profile data by keeping all the existing role data intact and readily available in Job Profile Builder.

The level of impact is **Low**. It is only applicable if you have not migrated yet to Job Profile Builder. Before upgrading, perform the relevant check tool checks.

Most Important Topics



Inviting Users to Apply for Assignments

- Assignment owners and co-owners can now add users as candidates and invite them to apply for assignments.
- The newly added Candidates tab appears on the assignment details page. Assignment owner or co-owner can search for users, add them as candidates, and invite them to apply for the assignment in the Candidates tab.

- Users who are invited by assignment owners or co-owners receive **email notifications** of the invitation. When the latest home page is enabled, **an invitation card** is featured at the top of the latest homepage for invited users. Assignments with invitation information are displayed as top recommendations for the invited users in the **Broaden Your Experience** section on the Opportunity Market place landing page and the **Opportunities to Grow** section in Growth Portfolio.

Type: New

Lifecycle: General Availability

Enablement: Automatically on

The screenshot shows the 'Candidates' tab for the 'Data Quality Improvement Project – HR Reporting' assignment. It features a search bar for candidates, a table of candidates, and a filter sidebar. The table lists two candidates: Maria Dias (Not Invited) and Geoff James Hill (Invited). Red boxes highlight the search bar and the 'Invite' buttons for each candidate.

Filters	Hide	All (2)	Search for Candidates: Search by name or username				
Status		Name	Favorite	Status	Added On	Invited On	Actions
<input checked="" type="radio"/> All	2	Maria Dias Compensation Manager		Not Invited	Apr 15, 2026		Invite Remove
<input type="radio"/> Not Invited	1						
<input type="radio"/> Invited	1	Geoff James Hill Production Director		Invited	Apr 15, 2026	Apr 15, 2026	Invite
<input type="radio"/> Applied	0						

The screenshot shows the home page of the Opportunity Marketplace. A navigation bar at the top includes icons for Manage Team, Give Feedback, Request Feedback, Request Time Off, Create Activity, Favorite Reports, Manage My Data, and Reminders. Below the navigation bar is a large banner with the text 'Good afternoon' and a grid of buttons: Time Sheet, Activate Mobile App, Pending Workflows, My Team Positions, Time Sheet Approval Center, and Benefits Overview. On the right side of the banner, there is an 'Assignment Invitation' card with a red border, stating: 'Elena Andrei invites you to apply for the assignment: Data Quality Improvement Project – HR Reporting.' The NCL4 logo is visible in the bottom right corner.

The level of impact is **High**. Review and test the new capability if you are using Opportunity Marketplace and prepare for its' adoption,

Pay Grade Supported in Assignment

- Administrators can now configure pay grade as a custom field for Opportunity Marketplace assignments.
- Assignment owners or co-owners can assign a specific pay grade to each assignment in assignment types that have the custom field enabled.
- Opportunity Marketplace assignment users can filter assignments by paygrade to quickly find relevant assignments.

- You can now benefit from improved assignment management and filtering, making it easier to organize and locate assignments based on pay grade.

Type: New

Lifecycle: General Availability

Enablement: Automatically on

The screenshot displays the 'effective people' Admin Center interface. The main content area is titled 'Configure Assignment Fields' and has a 'Custom Fields' tab selected. A 'Create Custom Field' modal is open, showing the following configuration:

- Field Name: Relocation Offered
- Field Name: Travel Details
- Field Type: Generic/Foundation Object
- Field Name: Pay Grade
- Unique ID: payGrade
- Input Prompt: Select a value from the list
- Related Assignment Types: Project, Fellowship, Vocational Training

The modal also includes a warning: 'Field type can't be updated after creation. For generic or foundation object field, the selected object is also permanent.' and buttons for 'Create' and 'Cancel'.

The level of impact is **Medium**. If this improvement meets your business requirements, review and test it before Production usage.

Search for and Link Assignments to Development Goals

- You can now search for assignments and link them to your development goals in the Linked Assignments section on the goal details page.

Configuration Requirements:

- The competencies field is configured in the development goal plan template.
- Users have read or write permission to the competencies field.
- You've enabled assignment opportunities in Opportunity Marketplace.

The level of impact is **Low**. While the impact is low, the new capability improves development goal tracking and achievement.

- A new **Link Assignments** button is added to the **Linked Assignments** section on the **development goal details** page. When there is no assignment recommendation in the **Opportunities to Grow** section or you find the assignment recommendations not desirable, you can choose the new button to search for and link assignments. Users can link assignments to development goals directly from the search results. Once an assignment is linked, it is added to the **Linked Assignments** section.

Type: New

Lifecycle: General Availability

Enablement: Automatically on

The screenshot displays the 'Learn Adobe Illustrator' goal details page. At the top, there is a search bar for actions or people. Below the goal title, there is a table with columns for Status, Start Date, Due Date, and Attributes. The main content area is divided into sections: 'Linked Activities (0)', 'Linked Learning', 'Linked Assignments (0)', and 'Opportunities to Grow'. The 'Opportunities to Grow' section shows an assignment card for 'Mission Support on Customer Service'. A modal window titled 'Link Assignments' is open, showing a search bar and a list of assignments matching the development goal. The 'Link Assignments' button in the modal is highlighted with a red box. On the right side of the page, there is a sidebar with options like '+ Create Activity', '+ Manage Learning', and '+ Link Assignments' (highlighted with a red box). The sidebar also includes sections for 'Attributes', 'More Info', and 'Goal Audit'.

Other Release Features



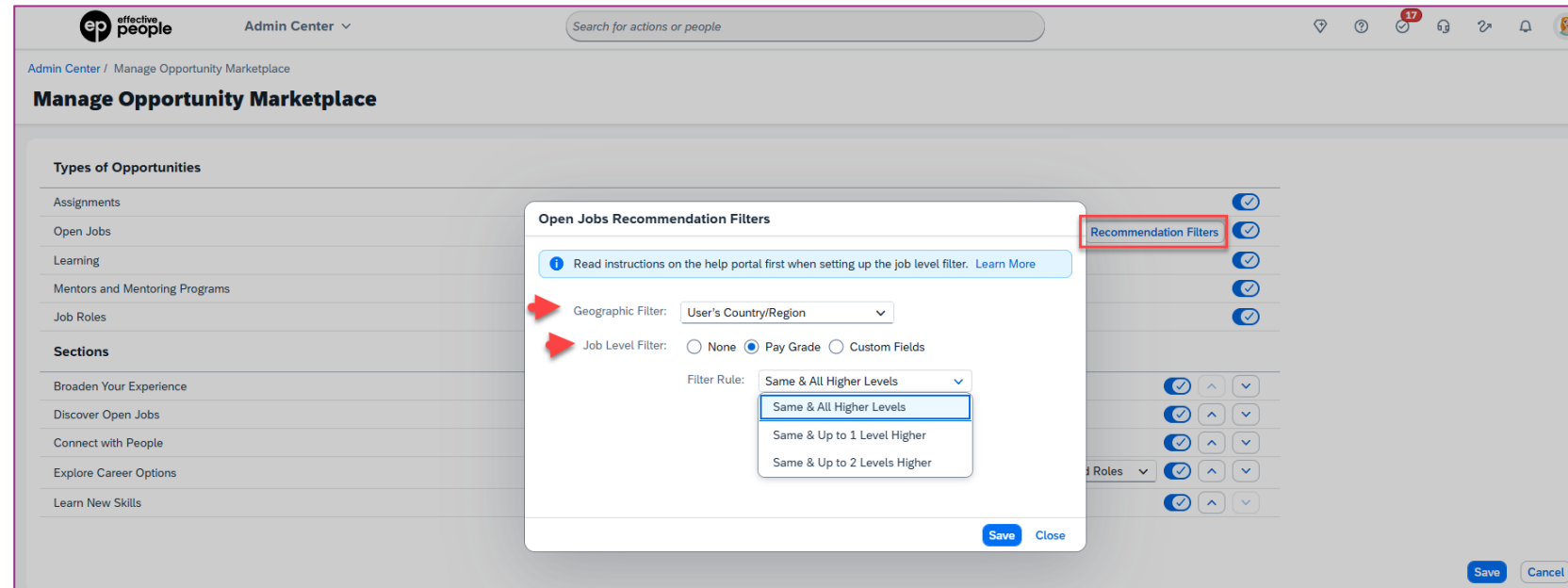
Additional Filters for Open Job Recommendations in Opportunity Marketplace

- As an admin, you can now add a geographic filter and a custom job level filter on open job recommendations. Users will only receive open job recommendations that match the geographic filter and the custom job level filter rule defined by the administrator.
- A new button “Recommendation Filters” is added for open jobs in “Manage Opportunity Marketplace”, where administrators can configure the pay grade filter as well as the new geographic filter.

Type: New

Lifecycle: General Availability

Enablement: Automatically on



- *Before the release, open job recommendations could only be controlled by pay grade.*

The level of impact is **Medium**. Review your business requirements for this item and identify if these new filters should be applied.

Hiding Attributes for Opportunity Marketplace Assignments

- As an administrator, you can now hide the *Attributes* section for Opportunity Marketplace assignments.
- In Admin Center → Configure Assignments → Configure Assignment Fields → Standard Fields, administrators can set the Attributes or Capabilities field to *Hidden*.

- The Attributes or Capabilities section will not appear for users once disabled.
- In the previous version, Attributes or Capabilities were always visible in assignments.

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

The screenshot shows the 'Configure Assignment Fields' page in the Admin Center. The left sidebar lists 'Assignment Types (6)' including Project, Fellowship, Vocational Training, Internship, Other, and Temporary Assignment. The main content area is titled 'Configure Assignment Fields' and has tabs for 'Standard Fields' and 'Custom Fields'. A table lists various fields with their Unique IDs, input prompts, and status dropdowns. The 'Attributes' field (Unique ID 300020) is highlighted with a red box. The 'Status' dropdown for the 'Attributes' field is open, showing 'Optional', 'Required', and 'Hidden' options, with 'Hidden' selected and highlighted by a red arrow.

Field Name	Unique ID	Input Prompt	Status
Type	100010	Select a type	Required
Assignment Name	100020	Enter the assignment name	Required
Description	100030	Enter details of your assignment, such as assignment summary, qualifications, and benefits	Required
Image	100040		Optional
Start Date	100050	Select a start date	Required
End Date	100060	Select an end date	Required
Total Openings	100070	Enter the number of openings	Required
Participation	100080		Required
Participation Percentage	100090	1-99 (Integer)	Optional
Work Mode	100100		Required
Location	100110	Select one or more values	Required
Team	100120	Select a dynamic team	Optional
Co-Owners	100130	Select one or more co-owners	Required
Job Role	300010	Select a job role	Optional
Attributes	300020		Optional

The level of impact is **Low**. Review your assignment fields and define, based on business requirements, if attributes should be hidden.

Location Group as Custom Field for Opportunity Marketplace Assignments

- Administrators can now add the foundation object *Location Group* as a custom field to assignment types.
- During assignment creation or edit, assignment owners or co-owners can select one or more location groups. The *Location* field then dynamically updates to show only locations within the selected groups.

- Location group is supported in mass creation of assignments and location group data is also included in Story reports.

Configuration Requirements:

- Foundation object *Location Group* is enabled.

Type: New

Lifecycle: General Availability

Enablement: Automatically on

The screenshot shows the 'effective people' Admin Center interface. The main view is 'Configure Assignment Fields' with a 'Custom Fields' tab selected. A 'Create Custom Field' modal is open, showing the following configuration:

- Field Name: Relocation Offered
- Field Type: Generic/Foundation Object
- Field Name: Location Group
- Unique ID: locationGroup
- Input Prompt: Select one or more values
- Related Assignment Types: Project, Fellowship, Temporary Assignment

The modal also includes a warning: 'Field type can't be updated after creation. For generic or foundation object field, the selected object is also permanent.' and 'Create' and 'Cancel' buttons.

The level of impact is **Low**. Review this item and decide if the location group should be added to the assignment types based on your business requirements.

Opportunity Recommendations as Featured Cards on the Latest Home Page

- New cards for learning, open job, and assignment recommendations from Opportunity Marketplace have been added as featured at the top of the latest home page.
- Administrators can configure the card image in Manage Home Page → Featured Cards → New Recommendations from Opportunity Marketplace.

New recommendations appear as cards on the latest home page according to the following rules:

- If intelligent opportunity recommendation is enabled, you see these cards when there are new recommendations for learning, open jobs, or assignments.
- If intelligent opportunity recommendation is not enabled, you see these cards when there are new recommendations for learning, open jobs, or assignments, and you haven't visited Opportunity Marketplace for at least two weeks.
- You see only one card for each opportunity type at a time. The system displays the most recent opportunity of each type.
- Each card stays visible for 30 days unless a newer recommendation replaces it within that period.

Type: New

Lifecycle: General Availability

Enablement: Automatically on

The screenshot shows the 'Manage Featured Cards' page in the Admin Center. A table lists 11 featured cards, with 'New Recommendations from Opportunity Marketplace' and 'Opportunity Marketplace Assignment Invitations' highlighted in a red box. Below the table is a preview of the home page for user 'Aanya', where the 'New Assignment Opportunity!' card is highlighted in an orange box.

Card Type	Enabled	Actions
Awards	✓	✎
Work Anniversaries	✓	✎
Birthdays	✓	✎
Key Results	✓	✎
Time for a break?	✓	✎
Connect With Your Buddy	✓	✎
Connect With New hire	✓	✎
Welcome a New Teammate	✓	✎
New Recommendations from Opportunity Marketplace	✓	✎
Opportunity Marketplace Assignment Invitations	✓	✎

The level of impact is **Low**. Test this item and communicate changes to employees.



Rich Text Format Supported for Assignment Type Description in Opportunity Marketplace

- The description of assignment types in Opportunity Marketplace now supports rich text format.
- Descriptions in rich text format are available to assignment owners when they create assignments and to all users in the assignment detail pages.
- Rich text format isn't supported on mobile apps.

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

Admin Center / Configure Assignments

Project

Assignment Type: *

Project

93 characters left

Description:

B i U Paragraph Default 12pt

A **temporary** assignment designed to build skills and experience through the delivery of clearly defined project goals, timelines, and deliverables.

Opportunity Marketplace / Broaden Your Experience / Assignment Details

Project Manager for implementing SF Published Hiring

Period: Nov 21, 2023 - Nov 21, 2023

Assignment Details

About This Assignment

Description:

Project Manager

Type: Project

Location: Amsterdam

Pay Grade: Not Set

Team: Not Set

Location Group: Not Set

Participation: Full-Time

Job Role: Project Coordinator (Executive Support)

Work Mode: Onsite

Travel Details: Not Set

A **temporary** assignment designed to build skills and experience through the delivery of clearly defined project goals, timelines, and deliverables.

The level of impact is **Low**. Test this item and identify any assignments that can benefit from rich text formatting.



Update Start Date for Started Assignment Applications

- Assignment owners and co-owners can now edit the start date of assignment applications even after the assignment has started.
- The impact of the updated start date varies; see explanation on the slide.

When you update the start date to a past date,

- the application status changes from offer accepted to ongoing or remains ongoing.
- The assignment status changes from published to ongoing only if the updated application status changes from offer accepted to ongoing. Otherwise, the assignment status remains published.

When the start date is updated to a future date, the application status is updated to offer accepted, and the relevant stakeholders are notified.

- If the updated application was the only ongoing one, the assignment status is updated from ongoing to published.
- Otherwise, the assignment status remains as ongoing.

Type: Changed

Lifecycle: General Availability

Enablement: Contact CEE or Account Manager

The screenshot displays the 'Employee Growth Initiative Task Force Leader' assignment page. The assignment is currently 'Ongoing' and 'Hiring Closed'. An 'Edit Period' modal is open, prompting the user to choose dates for Geoff James Hill to start and complete the assignment. The modal shows a 'Start Date' of 'Apr 15, 2026' and an 'End Date' of 'Dec 22, 2026'. The background shows a list of applicants with columns for Name, Applied On, Status, and Actions. The 'Edit Period' button in the Actions column is highlighted with a red box.

Applied On	Status	Actions
Jun 26, 2024	Ongoing	Edit Period
Feb 10, 2023	Application Declined	
Feb 10, 2023	Application Declined	
Feb 10, 2023	Application Declined	

The level of impact is **Low**. Test this item in your test instances and communicate this change to assignment owners and co-owners, along with the impact.

User Feedback on AI-Assisted Assignment Creation

- Assignment owners and co-owners can now provide direct feedback on AI-generated Opportunity Marketplace assignments.
- This feature requires AI units and enablement of “Assisted Opportunity Marketplace Assignments”.
- Gathering user feedback helps SuccessFactors improve the overall AI-assisted experience

Assignment owners and co-owners can provide feedback on AI-generated content in the following situations:

- The assignment was just created using the AI-Assisted Assignment Creation function.
- The assignment was just updated using the Regenerate AI button.
- The assignment description was updated using AI-assisted writing tools.

Type: New

Lifecycle: General Availability

Enablement: Contact CEE or Account Manager

The screenshot displays the 'Create Assignment' interface in the Opportunity Marketplace. At the top, there's a search bar and navigation links. The main form includes a 'Type' dropdown set to 'Vocational Training', a 'Type Description' field with 'Not Set', and an 'Assignment Name' field containing 'Learn AI Basics'. Below these is a rich text editor for the 'Description', which contains text about AI fundamentals and lists 'Purpose and Objectives' and 'Tasks and Expectations'. A 'Regenerate' button with a plus icon is located in the top right corner of the form area, highlighted with a red box and a red arrow pointing upwards.

The level of impact is **Low**. If you are using Assisted OPM Assignments, test the functionality.

Search for Job Roles by Custom Attributes in Opportunity Marketplace

Type: New

Lifecycle: General Availability

Enablement: Automatically on

- You can now search and filter by custom attributes for job role opportunities in Opportunity Marketplace.

Configuration Requirements:

- You have enabled Talent Intelligence Hub.
 - You have created a custom attribute type and using it.
-
- You can use custom attributes to search and filter on the following pages:
 - In the expanded page of the **Explore Career Options** section, you can filter job role opportunities by custom attributes.
 - In the **job role search result page** in Opportunity Marketplace, custom attributes are added to the facet filter.
 - In the expanded page of the **Opportunities to Grow** section in the target role details page in the latest Career Worksheet, you can filter all opportunities by custom attributes.

The level of impact is **Low**. Review and test this item if you are using custom attribute types and have OPM enabled.

Assignment Recommendations Consider Target Roles

Type: New

Lifecycle: General Availability

Enablement: Automatically on

- Assignment recommendations in *Opportunity Marketplace* → *Broaden Your Experience* now consider users' target roles.
- The system calculates a target role match score using binary logic.
- **Binary Logic:** if any of the employee's target roles matches the assignment's job role, the score is 1; otherwise, it's 0. This score is combined with existing factors such as skills and location to generate a final recommendation score. The final score is calculated using the following formula: $((\text{Total Attribute Points} + \text{Target Role Points}) / (\text{Number of Required Attributes} + 1)) * 0.8 + (\text{Location Match Score} * 0.2)$.

The level of impact is **Low**. Test the recommendations based on the new system calculation.

Learning Recommendations Based on Skills and Attributes in Opportunity Marketplace, Growth Portfolio, and Latest Career Worksheet

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

- Learning recommendations based on user's skills and attributes are now available in the **Learn New Skills** section in Opportunity Marketplace, and in the **Opportunities to Grow** sections in **Growth Portfolio** and the **latest Career Worksheet**.
- Learning items associated with a greater number of the user's skills are prioritized. Items with a lower level than the user's current skill level are excluded.
- In the **Learn New Skills** section in Opportunity Marketplace, learning recommendations based on skills and attributes replace personalized recommendations. Admin and peer recommendations continue to be available and are displayed before the skills-and-attributes recommendations.
- In the **Opportunities to Grow** section on the skill detail page in Growth Portfolio, in addition to the general recommendation logic, only learning recommendations associated with that skill are displayed and they are listed before personalized recommendations based on machine learning technology.
- In the **Opportunities to Grow** section on the role detail page in the latest Career Worksheet, in addition to the general recommendation logic, learning recommendations are shown only if they are associated with the skills and attributes required for that role, and the target level of those skills and attributes is higher than the user's current level.
- **In the previous version, only learning recommendations based on machine learning technology were available in the Opportunities to Grow sections.**

The level of impact is **Low**. Review the changes and update user guides, communications and processes (if applicable).

Type: New

Lifecycle: General Availability

Enablement: Automatically on

Purging Opportunity Marketplace Assignments

- Administrators can now set up purge requests using the new purge type **Purge Opportunity Marketplace Assignments** to purge assignments and all related data.
- In Admin Centre → **Data Retention Management**, administrators can define purge criteria based on assignment types, assignment status, and assignment owners. Assignments and all related data that meet the defined purge criteria are permanently deleted.

The level of impact is **Low**. Test this item in your test instance and define your purge criteria if business required.

Product Road Map



Product Road Map

Click on the following [link](#) to access the Product Roadmap for Skills and Competencies Management.

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

Q2 2026 10 Collapse All ^

Skills and Competencies Management

- FUTURE RELEASE
Ability to highlight relevant skills in candidate resumes in German,...
- FUTURE RELEASE
Attribute visibility management
- FUTURE RELEASE
Automatic generation of skills library
- FUTURE RELEASE
Configuration Transport Agent
- FUTURE RELEASE

Q2 2026 10 Collapse All ^

- FUTURE RELEASE
Enabling rich text in job descriptions
- FUTURE RELEASE
Global, AI-assisted, skill-based job posting
- FUTURE RELEASE
Growth Portfolio skill governance
- FUTURE RELEASE
Korean language support for AI-assisted skill inferences
- FUTURE RELEASE
Native mobile application support for the Growth Portfolio

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- FUTURE RELEASE
New views in the mobile Growth Portfolio
- FUTURE RELEASE
Team view in the mobile Growth Portfolio
- FUTURE RELEASE
Work tech: marking of goals as complete in Microsoft Teams

Employee Administration

- FUTURE RELEASE
Country- and region-specific dependents information (For Existin...



Thank you.

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