



# API specification

Version 1.2

**sapia**.ai

# Purpose of this document

This specification document explains what needs to be considered for each integration between Sapia.ai and a third-party system (“ATS”). It also explains what data is required to be shared for the integration to be successful.

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## Definitions

The following definitions are used throughout this document:

Ci	Chat Interview (previously referred to as Fi or FirstInterview)
Vi	Video Interview (previously referred to as Si or SecondInterview)
Inline	The Sapia assessment is triggered during the candidate application process
Ad hoc	The Sapia assessment is triggered manually by an ATS user, or automatically using ATS rules
atsTenantId	This can be any unique reference number used by the ATS provider to identify the client (or tenant)

## Process flows

The following diagrams depict the high-level process flows for Hiring Managers, Candidates, and Talent Acquisition (“TA”) teams to request, complete, and review assessments.

There are two options for integration and the process flows can be found on **Miro** or in **Appendix 1** (Inline) or **Appendix 2** (Ad hoc).

## Security requirement

OAuth2 is Sapia’s preferred approach.

## System landscape

A multi-tiered environment landscape has been developed to ensure a smooth cutover and move to production.

System	Purpose
QA	Our engineers may build the integration in our developer (QA) environment or skip and build directly in Sandbox
Sandbox	A safe environment allowing for UAT by Sapia, the supplier or customer
Prod	Production system

# Interfaces

#	Job Name	Frequency	Push/Pull	Description
1	Order Assessment	Realtime	Push	<b>Inline:</b> At the appropriate stage of the application process, the ATS will trigger an order to the assessment and send candidate and job details to Sapia. <b>Ad hoc:</b> When a candidate is placed into a specific status in the ATS, the ATS will trigger an order to the assessment and send candidate and job details to Sapia.
2	Assessment Report	Realtime	Push	Sapia sends Ci or Vi result information into the ATS. Once the status of the final assessment is complete, the candidate will be moved to an appropriate status in the ATS.
3	Candidate Status	Daily	Push	ATS sends the current candidate status and timestamp of candidates in the requisition pipeline that have been assessed by Sapia.

# Interface 1 – Assessment Order

This will be the payload sent from the ATS to Sapia to trigger the assessment.

\*Required field

+Provided by Sapia

+customerId  
\*atsTenantId  
\*workflowId  
\*atsApplicationId  
\*atsAssessmentId  
\*atsCandidateId  
\*candidateFirstName  
\*candidateLastName  
\*candidateEmail  
\*candidateMobile  
\*atsVacancyId  
\*vacancyTitle  
candidateGender  
candidateEthnicity  
candidateLocation  
completionRedirectUrl  
vacancyLocation  
recruiterId  
recruiterFirstName  
recruiterLastName  
recruiterEmail  
hiringManagerId  
hiringManagerFirstName  
hiringManagerLastName  
hiringManagerEmail

## Example payload

```
1 {  
2   "customerId": "57a02bed3b5ef24805d5d123",  
3   "atsTenantId": "ats-customer-123",  
4   "workflowId": "5ca12e2afd8a920539c69219",  
5   "atsApplicationId": "wvs-application-123",  
6   "atsAssessmentId": "wvs-assessment-123",  
7   "atsCandidateId": "wvs-candidate-123",  
8   "candidateFirstName": "Jack",  
9   "candidateLastName": "Rong",  
10  "candidateEmail": "candidate@example.com",  
11  "candidateMobile": "0061421231234",  
12  "candidateLocation": "melbourne",  
13  "completionRedirectUrl": "https://www.predictivehire.com",  
14  "atsVacancyId": "wvs-vacancy-123",
```

```
15 "vacancyTitle": "a good vacancy",
16 "vacancyLocation": "melbourne",
17 "hiringManagers": [
18   {
19     "hiringManagerId": "wvs-hiringManager-123",
20     "hiringManagerFirstName": "Jack",
21     "hiringManagerLastName": "Rong",
22     "hiringManagerEmail": "hiringManager@example.com"
23   }
24 ],
25 "recruiters": [
26   {
27     "recruiterId": "wvs-recruiter-123",
28     "recruiterFirstName": "Jack",
29     "recruiterLastName": "Rong",
30     "recruiterEmail": "recruiter@example.com"
31   }
32 ]
33 }
```

## Interface 2 – Assessment Report

This payload will be sent from Sapia to the ATS on completion of a candidate assessment.

```
customerId
atsTenantId
atsApplicationID
applicationProgress
Chat Interview Result
    status
    atsAssessmentId
    recommendation
    recommendationScore
    isPlagiarism
    isProfanity
    talentInsightsUrl
    explainerUrl
Video Interview Result
    status
    atsAssessmentId
    talentInsightsUrl
    explainerUrl
    rating
```

### Example payload

```
1{
2  "customerId": "57a02bed3b5ef24805d5d123",
3  "atsTenantId": "ats-example-123",
4  "atsApplicationId": "ats-application-123",
5  "applicationProgress": {
6    "completedAssessmentCount": 2,
7    "totalAssessmentCount": 2,
8    "status": "COMPLETED"
9  },
10 "assessments": {
11   "FI": [
12     {
13       "status": "COMPLETED",
14       "atsAssessmentId": "ats-assessment-123",
15       "recommendation": "YES",
16       "recommendationScore": 69,
17       "isPlagiarism": "NO",
18       "isProfanity": "NO",
19       "talentInsightsUrl": "https://ti.qa.predictivehire.com/ap-southeast-
20 2/123123",
21       "explainerUrl": "https://intercom.help/predictivehire-
22 2d31163c08fd/en/articles/3615349-what-do-the-recommendations-mean"
23     }
24   ],
25   "SI": [
26     {
```

```
25     "status": "COMPLETED",
26     "atsAssessmentId": "ats-assessment-123",
27     "talentInsightsUrl": "https://ti.qa.predictivehire.com/ap-southeast-
2/123123",
28     "explainerUrl": "https://intercom.help/predictivehire-
2d31163c08fd/en/articles/3615349-what-do-the-recommendations-mean",
29     "rating": 2.4
30   }
31 ]
32 }
33 }
```



## Interface 3 – Candidate Status

The ATS will send Sapia each candidate status at least daily. This can be filtered to only include candidates who have been assessed by Sapia and the last modified date of the status is today or yesterday.

```
customerId
atsTenantId
atsApplicationId
atsCandidateId
applicationStatus
applicationStatusUpdatedAt
comment
```

### Example payload

```
1 [
2   {
3     "customerId": "57a02bed3b5ef24805d5d123",
4     "atsTenantId": "ats-123",
5     "atsApplicationId": "ATS-application-123",
6     "atsCandidateId": "ATS-candidate-123",
7     "applicationStatus": "SHORTLISTED",
8     "applicationStatusUpdatedAt": "2022-04-14",
9     "comment": "this candidate is pretty experienced"
10  }
11 ]
```

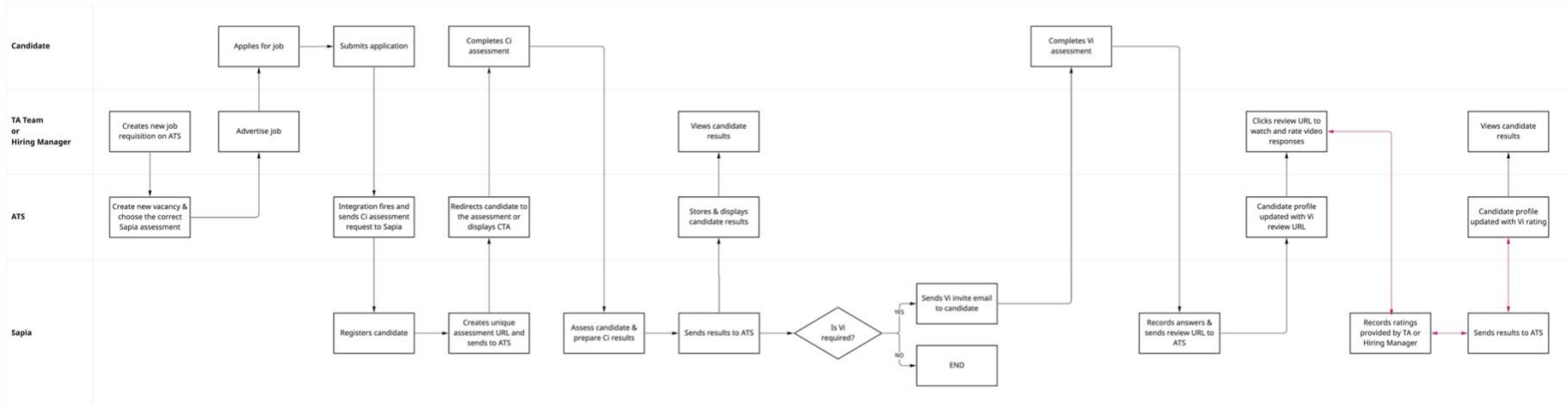
## Ownership & Review

The Head of Product Implementation is the responsible owner of this document.

Date	Author	Version	Comments
28/06/2022	Fara Rives	V1.0	New API specification created for Edge v3 platform
30/06/2022	Fara Rives	V1.1	Added process flow diagrams
02/09/2022	Jon Daye	V1.2	Added definitions and replaced Fi with Ci, and Si with Vi

# Appendix 1 – Inline process flow

Standard in-line assessment process



# Appendix 2 – Ad hoc process flow

Standard ad hoc assessment process

