

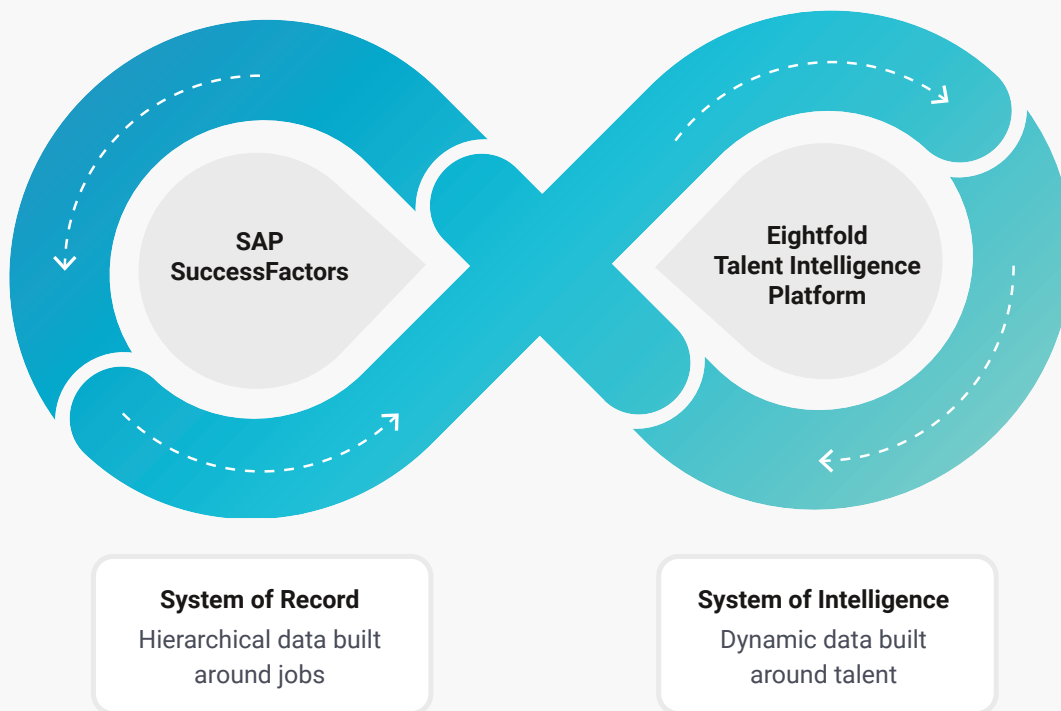
Integrating the Eightfold Talent Intelligence Platform with SAP SuccessFactors



Introduction

The Eightfold Talent Intelligence Platform uses deep-learning AI to transform how organizations acquire, engage, and develop talent. The modern, cloud-first solution is purpose-built for easy, flexible, and powerful data integrations. This document describes the options for integrating the Eightfold platform with products in the SAP SuccessFactors HCM suite.

Complementary Technologies



Better Together

Eightfold AI is a long-time SAP partner. The Eightfold Talent Intelligence Platform is an SAP partner application that is available in the SAP Store.

SAP SuccessFactors and the Eightfold platform are complementary solutions. SAP SuccessFactors is a job-centric system of record while Eightfold is a talent-centric system of intelligence. By extending SAP SuccessFactors with Eightfold products, organizations gain AI-powered insights that increase the efficiency and effectiveness of HR practices and improve experiences across the talent lifecycle.

Five Facts about Eightfold's Integration with SAP SuccessFactors

Q3 2026

1

Eightfold has a 6-year history of successfully integrating with SAP SuccessFactors.

More than half of Eightfold's customers integrate their solution with SAP SuccessFactors. Joint Eightfold/SAP SuccessFactors customers include dozens of leading enterprises in technology, manufacturing, energy, government, and other industries. Many have large global deployments that serve more than 100,000 employees across 100+ countries.

To learn about the integration experience of other SAP SuccessFactors users, ask your account executive for customer references or read the stories of:



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and [other organizations](#).

2

Eightfold follows SAP's recommended integration practices.

Eightfold uses [SAP SuccessFactors OData APIs](#) for data integration. OData is a standard for building and consuming REST APIs. SAP uses OData to make data in SAP SuccessFactors accessible to other systems. The SAP SuccessFactors OData APIs are enabled by default; SAP customers can provision the APIs however they want, without involvement from SAP.

3

Pre-built Integration Adapters reduce the required IT effort.

Eightfold builds, tests, and maintains the platform's integrations with SAP SuccessFactors to simplify data interoperability for our customers. Integration Adapters for SAP SuccessFactors Recruiting and SAP SuccessFactors Employee Central are available "out of the box." To set up data syncing, an SAP admin simply creates an account ID and password for Eightfold, and then selects which APIs to expose. The well-documented process is supported by a convenient dry run capability.

4

Data is kept current in both Eightfold and SAP SuccessFactors.

Bidirectional data exchanges keep the Eightfold platform and SAP SuccessFactors in sync throughout integrated workflows. Automatic synchronizations take place at routine intervals (e.g., every 30 minutes) or in real time. For example, the Eightfold platform uses webhooks in SAP SuccessFactors to get real-time updates when specific events occur, like the approval of a new job requisition. Similarly, changes that happen in Eightfold can be immediately written back to SAP SuccessFactors in order to keep the system of record up to date.

5

Eightfold secures your data with end-to-end encryption.

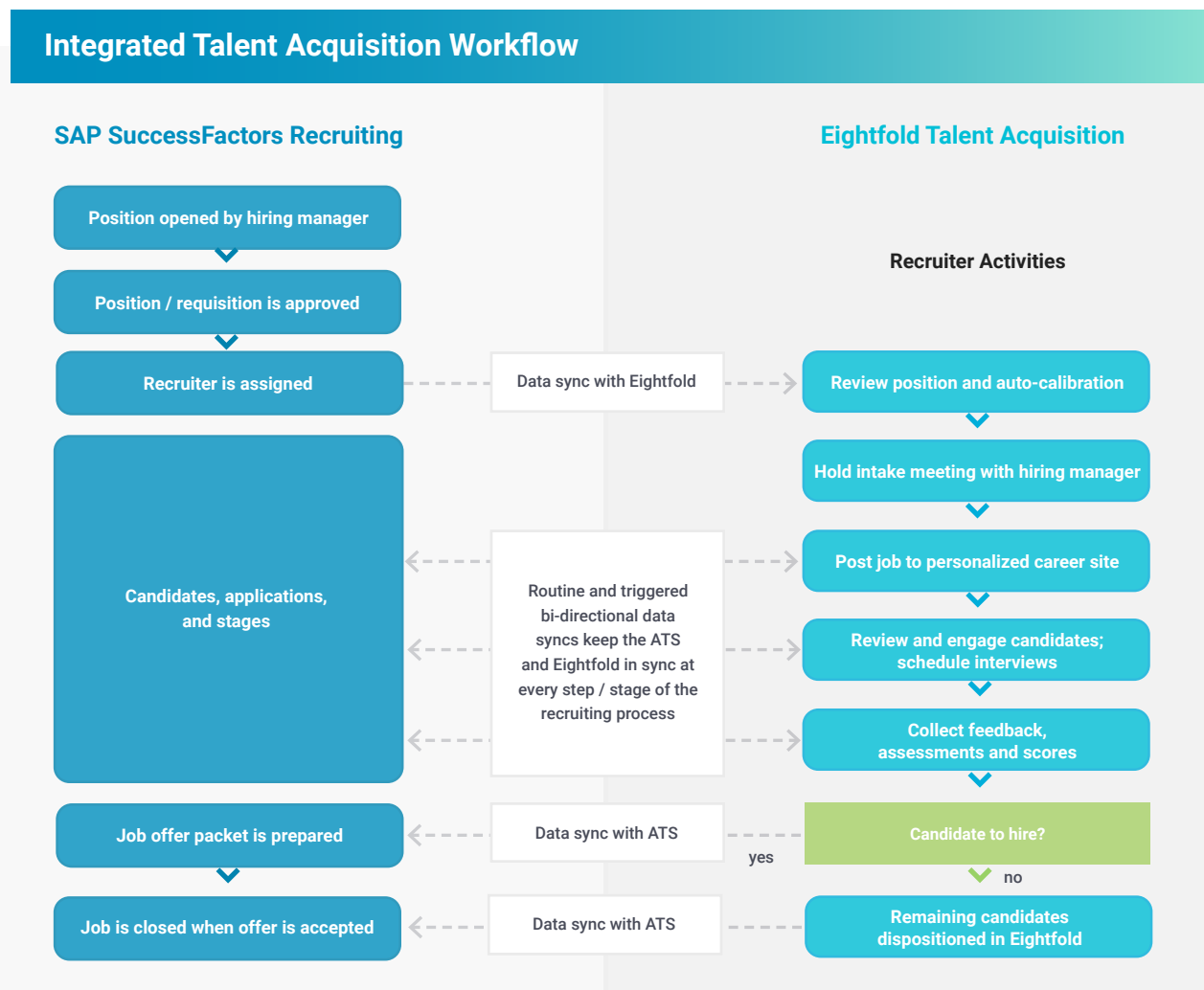
Eightfold encrypts data using AES 256-bit and TLS 1.2. Data is encrypted in transit (i.e., as it moves between SAP SuccessFactors and Eightfold), at rest, and within the Eightfold network. Few SaaS vendors provide such a high level of data security.

Eightfold's Integration Options for SAP SuccessFactors

1. Integrating Eightfold Talent Acquisition with SAP SuccessFactors Recruiting

Together, SAP SuccessFactors Recruiting and Eightfold Talent Acquisition make a complete, more efficient recruiting solution. SAP SuccessFactors Recruiting simplifies the management of organizational structures and budgets. Eightfold adds AI-driven talent discovery and acquisition to reduce time to hire and enhance recruiter productivity.

For joint Eightfold/SAP SuccessFactors customers, the best practice is an integrated workflow that starts with the creation of a new job requisition in SAP SuccessFactors Recruiting. Approved positions appear automatically in Eightfold Talent Acquisition, where recruiters manage all recruiting activities—from reviewing and engaging best-fit candidates to scheduling interviews and collecting feedback. Once the right candidate is identified, the workflow returns to SAP SuccessFactors Recruiting for the preparation of an offer packet and, ultimately, the closing of the requisition.





Eightfold's Integration Adapter for SAP SuccessFactors Recruiting enables triggered and routine bidirectional data syncs at every step / stage of the recruiting process. As a result, HR leaders always have an up-to-date candidate pipeline in SAP SuccessFactors Recruiting even though recruiters work entirely in Eightfold.

Integrating Eightfold Talent Acquisition with SAP SuccessFactors Recruiting

Data Sync

Eightfold Adapter (OData API, OAuth)

Bidirectional

Real-time (using webhooks)

Automated (at routine intervals)

Example Data

Requisitions / Positions

Applications

Candidates

Candidate status

2. Integrating Eightfold Talent Management with SAP SuccessFactors Employee Central

Eightfold Talent Management helps organizations understand and strengthen the skills of their workforce. Within Eightfold Talent Management, every employee has a rich, self-updating profile that includes AI-based insights into their skills, experience, and potential. The Eightfold employee profile informs the system's personalized recommendations for jobs, courses, projects, and mentors.

Many Eightfold customers use SAP SuccessFactors Employee Central as a system of record for employee data. The SAP employee profile is used primarily for payroll and time management. Eightfold Talent Management can complement by surfacing more insights on skills, experience, and potential.

A pre-built Integration Adaptor for SAP SuccessFactors Employee Central enables the bidirectional syncing of employee data between the two systems. This integration serves two purposes:

1. The one-time mass ingestion of data from SAP SuccessFactors Employee Central into Eightfold to create an initial employee profile (which is then enriched over time). After that, automated data syncs update the Eightfold profile with changes in an employee's role or organization.
2. The automatic enhancing of employee profiles in SAP SuccessFactors Employee Central with information from Eightfold, such as an employee's skills, certifications, or patents. Note that this will involve some configuration work in SAP if the extra data requires the addition of new fields.

Customers can limit the creation and synchronization of Eightfold employee profiles by country, business unit, or other relevant parameter.

Integrating Eightfold Talent Management with SAP SuccessFactors Employee Central

Data Sync

Eightfold Adapter (OData API, OAuth)

Bidirectional

Mass (at go-live)

Automated (at routine intervals)

Example Data

Employee profile

Employee contact

Employee role and org

Manager role and org



3. Integrating Eightfold Talent Management with SAP SuccessFactors Learning

Eightfold Talent Management integrates with SAP SuccessFactors Learning to deliver individualized learning plans at scale. To set up the integration, the course catalogue—including course name, description, and duration—is exported to a CSV file and ingested with Eightfold’s SFTP service. This allows Eightfold’s AI to recommend relevant courses based on each employee’s skills gaps and career goals. The course content continues to live in SAP SuccessFactors Learning.

Eightfold can also ingest course completion data from SAP SuccessFactors Learning or SAP SuccessFactors Employee Central to add to an employee’s Eightfold profile.

Integrating Eightfold Talent Management with SAP SuccessFactors Learning

Data Sync

Eightfold SFTP service (CSV file)

Unidirectional (ingest)

Mass (at go-live)

Automated (at routine intervals)

Example Data

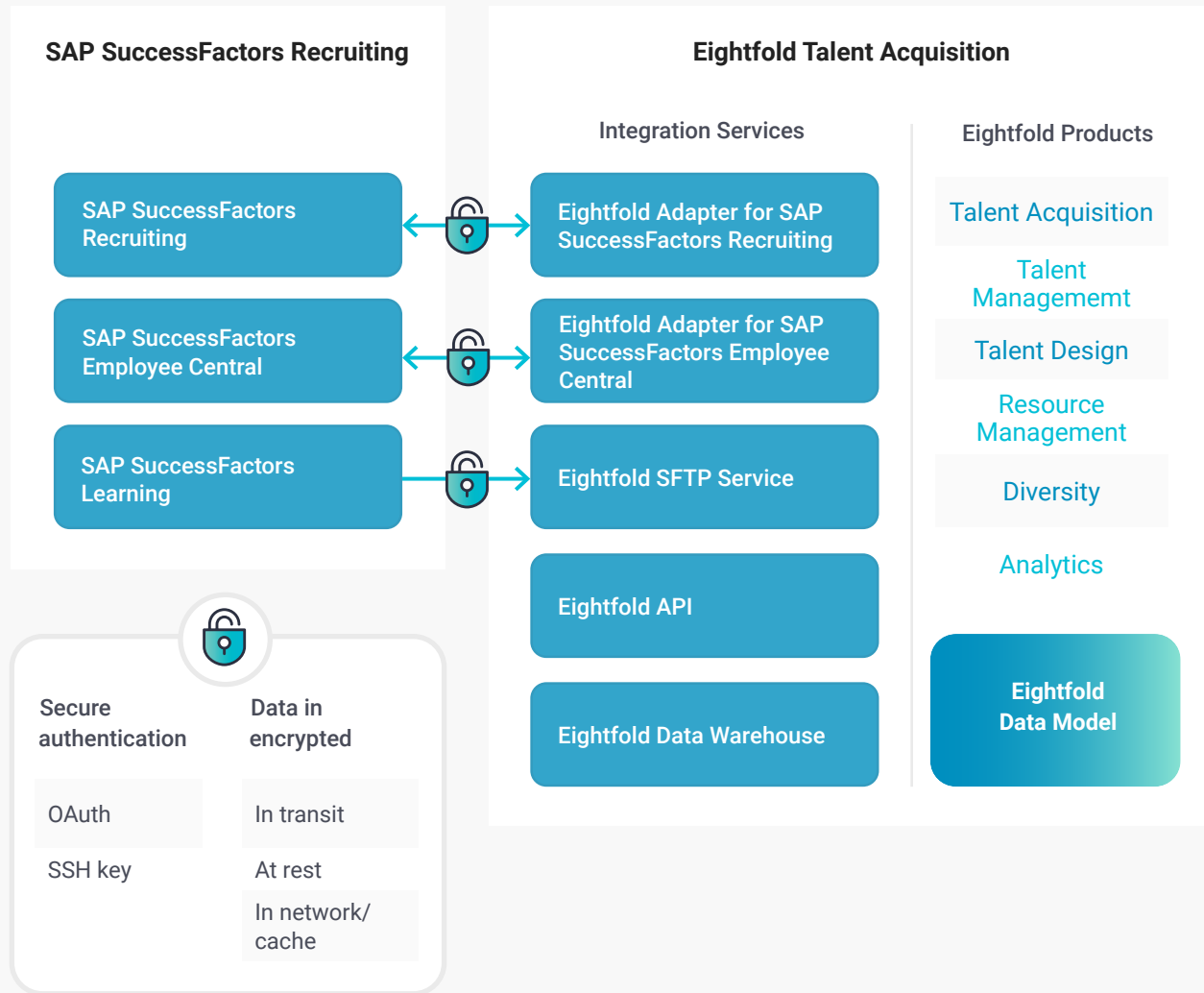
Course name

Course description

Course duration

Course completion

Eightfold's Integration Options for SAP SuccessFactors



4. Additional Integration Options

In addition to its SFTP service and pre-built adapters for SAP SuccessFactors, the Eightfold platform offers these integration options:

Integration Option	Description	Example Use Cases
Eightfold API	Standard public APIs for injecting data into and fetching data from the Eightfold platform	Custom integrations with ATS, HRMS, and other external systems
Eightfold Webhooks	Triggered alert to an external system plus a URL endpoint to listen for an answer	Triggering a background check when a candidate reaches finalist status
Eightfold Data Warehouse	Extracts data from the Eightfold platform for downstream systems	Security audit data lake
Eightfold App Marketplace	Integrations with third-party apps that extend the capabilities of Eightfold across the talent lifecycle	Assessments, interviewing, and online learning platforms
Eightfold Adapters	Pre-built integrations for popular enterprise systems and technologies	Virtual meetings, calendars, communications, and security

Eightfold's wide range of integration solutions enables flexible deployment, simple data syncing, and rapid response to business changes.