This table shows Contact data mapping between Beamery and Workday.

BEAMERY				WORKDAY			Workday to Beamery	Rule	Beamery to Workday	Rule	API call	WD API Element (immediate parent)	Workday Operations required	Workday Domain Security Policy	Workday Functional Area
Field Name	Field Reference	Type	UI Reference (if different)	Field Name	Field Reference	Type	API		API						
Below are fields that are both pushed and pulled (2 way sync)															
Partner ID	integrations. workday.id	string		Candidate ID	Candidate_ID	string	✅		✅		Get_Candidates	Candidate_Data	Get & Put	Prospects	Recruiting Succession Planning

BEAMERY				WORKDAY			Workday to Beamery	Rule	Beamery to Workday	Rule	API call	WD API Element (immediate parent)	Workday Operations required	Workday Domain Security Policy	Workday Functional Area
Field Name	Field Reference	Type	UI Reference (if different)	Field Name	Field Reference	Type	API		API						
											Put_Candidate				
First Name (required)	firstName	string		First Name	First_Name	string	✅		✅		Get_Candidates Put_Candidate	Name_Data	Get & Put	Prospects	Recruiting Succession Planning

BEAMERY				WORKDAY			Workday to Beamery	Rule	Beamery to Workday	Rule	API call	WD API Element (immediate parent)	Workday Operations required	Workday Domain Security Policy	Workday Functional Area
Field Name	Field Reference	Type	UI Reference (if different)	Field Name	Field Reference	Type	API		API						
Last Name (required)	lastName	string		Last Name	Last_Name	string	✅		✅		Get_Candidates Put_Candidate	Name_Data	Get & Put	Prospects	Recruiting Succession Planning

BEAMERY				WORKDAY			Workday to Beamery	Rule	Beamery to Workday	Rule	API call	WD API Element (immediate parent)	Workday Operations required	Workday Domain Security Policy	Workday Functional Area
Field Name	Field Reference	Type	UI Reference (if different)	Field Name	Field Reference	Type	API		API						
Email (required)	emails	array		Email Address	Email_Address	string	✅	We pull all emails associated to a Candidate in Workday. The first email in the array is shown as the **Primary** email in Beamery	✅	We push Primary email to Workday	Get_Candidates Put_Candidate	Contact_Data	Get & Put	Prospects	Recruiting Succession Planning

| Phone | phoneNumbers | array | | Phone Number | Phone_Number | string | ✓ | We pull the phone number and ingest it verbatim into Beamery. Phone numbers are not overwritten in Beamery, but rather appended to. | ✓ | When pushing the phone number, we extract an extension from the candidate's country and map it to the corresponding country phone code in Workday | Get_Candidates Put_Candidate | Contact_Data | Get & Put | Prospects | Recruiting Succession Planning |

BEAMERY				WORKDAY			Workday to Beamery	Rule	Beamery to Workday	Rule	API call	WD API Element (immediate parent)	Workday Operations required	Workday Domain Security Policy	Workday Functional Area
Field Name	Field Reference	Type	UI Reference (if different)	Field Name	Field Reference	Type	API		API						
Links	links	array		Web Address	Website_Data Social_Network_ Type_Reference Social_Network_ Account_URL	string	✅		✅	We push all contact links. If it is **not** a social network, we push to Website_Data.	Get_Candida tes Put_Candida te	Website_Dat a Social_Medi a_Account_D ata	Get & Put	Prospects	Recruiting Succession Planning

BEAMERY				WORKDAY			Workday to Beamery	Rule	Beamery to Workday	Rule	API call	WD API Element (immediate parent)	Workday Operations required	Workday Domain Security Policy	Workday Functional Area
Field Name	Field Reference	Type	UI Reference (if different)	Field Name	Field Reference	Type	API		API						
Location	address	string		Address Line 1, Country, Postal Code	Address_Line_1, Country_Reference.ID, Postal Code	string	✅		✅		Get_Candidates	Location_Data	Get & Put	Prospects	Organizations and Roles
	country	string		Country	Country	string	✅		✅		Get_Candidates	Location_Data	Get & Put	Prospects	Organizations and Roles
	postCode	string		Postal Code	Postal_Code	string	✅		✅		Get_Candidates	Location_Data	Get & Put	Prospects	Organizations and Roles

| Experience | title | string | Role | Job Title | Title | string | ✅ | We are getting an array of experience objects. The one that is marked as 'current' we mark as Primary in Beamery. If 'Title' or 'Organisation' name is different in *Set 2* (see above in "Candidates: Pulling Workday Candidates into Beamery - the rules") we will ingest as a new experience object. We pull experience from the most recent | ✅ | We send an array of experience objects to WD. We set the primary role to the current in Workday.

We do not push experience description or location. To preserve those fields in Workday, we merge experience by | Get_Candidates

Put_Candidate | Experience_Data | Get & Put | Prospects | Recruiting

Succession Planning |

BEAMERY				WORKDAY			Workday to Beamery	Rule	Beamery to Workday	Rule	API call	WD API Element (immediate parent)	Workday Operations required	Workday Domain Security Policy	Workday Functional Area
Field Name	Field Reference	Type	UI Reference (if different)	Field Name	Field Reference	Type	API		API						
								application the candidate has made in WD. If that is blank, we iterate through to the most recent that has experience data and pull that.		Company&Role match.					

BEAMERY				WORKDAY			Workday to Beamery	Rule	Beamery to Workday	Rule	API call	WD API Element (immediate parent)	Workday Operations required	Workday Domain Security Policy	Workday Functional Area
Field Name	Field Reference	Type	UI Reference (if different)	Field Name	Field Reference	Type	API		API						
	current	boolean	Tick box	Current	Currently_Work_Here	boolean	✅		✅		Get_Candidates Put_Candidate	Experience_Data	Get & Put	Prospects	Recruiting Succession Planning
	description	string		Description	Description	string	✅		✅		Get_Candidates Put_Candidate	Experience_Data	Get & Put	Prospects	Recruiting Succession Planning

BEAMERY				WORKDAY			Workday to Beamery	Rule	Beamery to Workday	Rule	API call	WD API Element (immediate parent)	Workday Operations required	Workday Domain Security Policy	Workday Functional Area
Field Name	Field Reference	Type	UI Reference (if different)	Field Name	Field Reference	Type	API		API						
	organisation Name	string	Company	Company	Company_Name	string	✅		✅		Get_Candidates Put_Candidate	Experience_Data	Get & Put	Prospects	Recruiting Succession Planning
	Start Date	string		Start Date	Start_Month Start_Year	number	✅		✅		Get_Candidates Put_Candidate	Experience_Data	Get & Put	Prospects	Recruiting Succession Planning

BEAMERY				WORKDAY			Workday to Beamery	Rule	Beamery to Workday	Rule	API call	WD API Element (immediate parent)	Workday Operations required	Workday Domain Security Policy	Workday Functional Area
Field Name	Field Reference	Type	UI Reference (if different)	Field Name	Field Reference	Type	API		API						
	End Date	string		End Date	End_Month End_Year	number	✅		✅		Get_Candidates Put_Candidate	Experience_Data	Get & Put	Prospects	Recruiting Succession Planning
Skills	Skills	array		Skills	Skill_Name	array	✅		✅		Get_Candidates Put_Candidate	Skill_Data	Get & Put	Prospects	Recruiting Succession Planning

BEAMERY				WORKDAY			Workday to Beamery	Rule	Beamery to Workday	Rule	API call	WD API Element (immediate parent)	Workday Operations required	Workday Domain Security Policy	Workday Functional Area
Field Name	Field Reference	Type	UI Reference (if different)	Field Name	Field Reference	Type	API		API						
Global Tags	globalTags	array		Candidate Tags	Candidate_Tag_Reference.ID	array	✅		✅		Get_Candidates Put_Candidate	Candidate_Data	Get & Put	Prospects Candidate Tags	Recruiting Succession Planning
Below are fields that are **either** pushed or pulled in one direction															

BEAMERY				WORKDAY			Workday to Beamery	Rule	Beamery to Workday	Rule	API call	WD API Element (immediate parent)	Workday Operations required	Workday Domain Security Policy	Workday Functional Area
Field Name	Field Reference	Type	UI Reference (if different)	Field Name	Field Reference	Type	API		API						
Attachment (Max size 5mb)	attachment			Attachments		text	✅	We pull Resume & Cover letter attachments periodically based on the volume of attachments in the Workday instance.	❌		Get_Candidates		Get & Put	Prospects	Recruiting Succession Planning

Middle Name	middleNames	string		Middle Name	Middle_Name	string	❌		✅	Certain candidates in different regions of the world may not have a 'middle name' field in WD. We attempt to push the contact, If it fails because a middle name field isn't available for that candidate, we remove the middle name	Put_Candidate	Name_Data	Get & Put	Prospects	Recruiting Succession Planning

BEAMERY				WORKDAY			Workday to Beamery	Rule	Beamery to Workday	Rule	API call	WD API Element (immediate parent)	Workday Operations required	Workday Domain Security Policy	Workday Functional Area
Field Name	Field Reference	Type	UI Reference (if different)	Field Name	Field Reference	Type	API		API						
										from the payload and push again.					

| Education | current | boolean | Is a tick box | Education | Currently_Work_Here | Boolean | ✓ | When we pull in a candidates Education, we look for the most recent (by date) and set that as 'current' in Beamery. We pull education from the most recent application the candidate has made in WD. If that is blank, we iterate through to the most recent application that has education data and pull that. | ✗ | | Get_Candidates | | Get & Put | Prospects | Recruiting Succession Planning |

BEAMERY				WORKDAY			Workday to Beamery	Rule	Beamery to Workday	Rule	API call	WD API Element (immediate parent)	Workday Operations required	Workday Domain Security Policy	Workday Functional Area
Field Name	Field Reference	Type	UI Reference (if different)	Field Name	Field Reference	Type	API		API						
	degree	string		Degree	Degree_Reference.ID	string	✅		❌		Get_Candidates Get_References	Degree_Reference	Get & Put	Prospects Integration Build	Recruiting Succession Planning Integrations
	startDate	string		Start Date	First_Year_Attended	date	✅		❌		Get_Candidates	Education_Data	Get & Put	Prospects	Recruiting Succession Planning

BEAMERY				WORKDAY			Workday to Beamery	Rule	Beamery to Workday	Rule	API call	WD API Element (immediate parent)	Workday Operations required	Workday Domain Security Policy	Workday Functional Area
Field Name	Field Reference	Type	UI Reference (if different)	Field Name	Field Reference	Type	API		API						
	endDate	string		End Date	Last_Year_Attended	date	✅		❌		Get_Candidates	Education_Data	Get & Put	Prospects	Recruiting Succession Planning
	grade	string		Grade Average	Grade_Average	number	✅		❌		Get_Candidates	Education_Data	Get & Put	Prospects	Recruiting Succession Planning

BEAMERY				WORKDAY			Workday to Beamery	Rule	Beamery to Workday	Rule	API call	WD API Element (immediate parent)	Workday Operations required	Workday Domain Security Policy	Workday Functional Area
Field Name	Field Reference	Type	UI Reference (if different)	Field Name	Field Reference	Type	API		API						
	major	string		Field of Study	Field_of_Study_Reference.ID	string	✅		❌		Get_Candidates Get_References	Field_of_Study_Reference	Get & Put	Prospects Integration Build	Recruiting Succession Planning Integrations
	organisation Name	string	School	School Name	School_Reference.ID	string	✅		❌		Get_Candidates Get_References	School_Reference	Get & Put	Prospects Integration Build	Integration

BEAMERY				WORKDAY			Workday to Beamery	Rule	Beamery to Workday	Rule	API call	WD API Element (immediate parent)	Workday Operations required	Workday Domain Security Policy	Workday Functional Area
Field Name	Field Reference	Type	UI Reference (if different)	Field Name	Field Reference	Type	API		API						
Languages	languages	array		Languages	Language_Reference.ID	array	✅		❌		Get_Candidates Get_References	Language_Reference	Get & Put	Integration Build	Integration
Resume Summary	summary	string		Summary	Summary	string	❌		✅	We are pushing the resume summary to Workday	Put_Candidate	Resume_Data	Get & Put	Prospects	Recruiting Succession Planning

BEAMERY				WORKDAY			Workday to Beamery	Rule	Beamery to Workday	Rule	API call	WD API Element (immediate parent)	Workday Operations required	Workday Domain Security Policy	Workday Functional Area
Field Name	Field Reference	Type	UI Reference (if different)	Field Name	Field Reference	Type	API		API						
Source	source	enum		Applicant Source Reference	Source_Reference.ID	object	✅	We pull the source listed in the candidate's prospect data. Sources in Beamery **must** match those set in Workday	❌		Get_References	Source_Reference	Get	Integration Build	Integration

BEAMERY				WORKDAY			Workday to Beamery	Rule	Beamery to Workday	Rule	API call	WD API Element (immediate parent)	Workday Operations required	Workday Domain Security Policy	Workday Functional Area
Field Name	Field Reference	Type	UI Reference (if different)	Field Name	Field Reference	Type	API		API						
View in ATS URL	integrations. workday.url	string (customer specific URL)				string	✅	Customer specific URL	❌	No need to push this URL to Workday as it already exists there	N/A		N/A	N/A	N/A

BEAMERY				WORKDAY			Workday to Beamery	Rule	Beamery to Workday	Rule	API call	WD API Element (immediate parent)	Workday Operations required	Workday Domain Security Policy	Workday Functional Area
Field Name	Field Reference	Type	UI Reference (if different)	Field Name	Field Reference	Type	API		API						
Beamery Contact URL		url		Web Address	Website_Data	string	❌		✅	No need to pull this URL into Beamery as it refers to the Beamery candidate.	Put_Candidate	Contact_Data	Get & Put	Prospects	Recruiting Succession Planning

This table shows Application data mapping between Beamery and Workday.

BEAMERY			WORKDAY			Workday to Beamery	Rule	Beamery to Workday	Rule	API call	WD API Element (immediate parent)	Workday Operations required	Workday Domain Security Policy	Workday Functional Area
Field Name	Field Reference	Type	Field Name	Field Reference	Type	N/A		API						
Contact ID (required) Beamery ID or Partner ID	contactId	string	Candidate ID	Candidate_ID	string	✅		✅		Get_Candidates Put_Candidate	Candidate_Data	Get & Put	Prospects	Recruiting Succession Planning

Vacancy ID (required) Beamery ID or Partner ID	vacancyId	string	Job Requisition ID	Job_Requisition_Reference.ID	string	✅	✅	Get_Candidates Put_Candidate	Job_Requisition_Reference	Get & Put	Prospects	Recruiting Succession Planning

| Vacancy Stage (required) | stageName | enum | Workflow Step | Stage_Reference.ID | string | ✅ | We pull in whichever stage the candidate is in, into Beamery | ✅ | If the contact has been added to the vacancy in Beamery, **we set the stage in Workday to 'Review'**. If the contact has already applied to the vacancy in Workday, or it has been synced to Workday from Beamery, we **don't** push the stage, and leave it as it is in Workday. **This is due to our rule that Workday is the source of truth for applicant tracking, and thus we don't want to overwrite that source of truth - i.e. - we don't** | Get_Candidates Get_References | Stage_Reference | Get & Put | Prospects Integration Build | Recruiting Succession Planning Integration |

change which vacancy stage a candidate is in in Workday.

| Rejection Reason | rejectionReason | string | Disposition Reason | Disposition_Reference.ID | string | ✓ | ✗ | Get_Candidates Get_References | Disposition_Reference | Get | Prospects Integration Build | Recruiting Succession Planning Integration |