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**	**N/A**		**API**						
Below are fields that are both pushed and pulled (2 way sync)															
Partner ID	integrations.workday.id	string		Candidate ID	Candidate_ID	string	YES		YES		Get_Candidates Put_Candidate	Candidate_Data	Get & Put	Prospects	Recruiting Succession Planning
First Name (required)	firstName	string		First Name	First_Name	string	YES		YES		Get_Candidates Put_Candidate	Name_Data	Get & Put	Prospects	Recruiting Succession Planning
Last Name (required)	lastName	string		Last Name	Last_Name	string	YES		YES		Get_Candidates Put_Candidate	Name_Data	Get & Put	Prospects	Recruiting Succession Planning
Email (required)	emails	array		Email Address	Email_Address	string	YES	We pull all emails associated to a Candidate in Workday. The first email in the array is shown as the Primary email in Beamery	YES	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	YES	We pull the phone number and ingest it verbatim into Beamery. Phone numbers are not overwritten in Beamery, but rather appended to.	YES	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
Links	links	array		Web Address	Website_Data Social_Network_Type_Reference Social_Network_Account_URL	string	YES		YES	We push all contact links. If it is not a social network, we push to Website_Data.	Get_Candidates Put_Candidate	Website_Data Social_Media_Account_Data	Get & Put	Prospects	Recruiting Succession Planning
Location	address	string		Address Line 1, Country, Postal Code	Address_Line_1, Country_Reference.ID, Postal Code	string	YES		YES		Get_Candidates	Location_Data	Get & Put	Prospects	Organizations and Roles
	country	string		Country	Country	string	YES		YES		Get_Candidates	Location_Data	Get & Put	Prospects	Organizations and Roles
	postCode	string		Postal Code	Postal_Code	string	YES		YES		Get_Candidates	Location_Data	Get & Put	Prospects	Organizations and Roles
Experience	title	string	Role	Job Title	Title	string	YES	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 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.	YES	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 Company&Role match.	Get_Candidates Put_Candidate	Experience_Data	Get & Put	Prospects	Recruiting Succession Planning
	current	boolean	Tick box	Current	Currently_Work_Here	boolean	YES		YES		Get_Candidates Put_Candidate	Experience_Data	Get & Put	Prospects	Recruiting Succession Planning
	description	string		Description	Description	string	YES		YES		Get_Candidates Put_Candidate	Experience_Data	Get & Put	Prospects	Recruiting Succession Planning
	organisationName	string	Company	Company	Company_Name	string	YES		YES		Get_Candidates Put_Candidate	Experience_Data	Get & Put	Prospects	Recruiting Succession Planning
	Start Date	string		Start Date	Start_Month Start_Year	number	YES		YES		Get_Candidates Put_Candidate	Experience_Data	Get & Put	Prospects	Recruiting Succession Planning
	End Date	string		End Date	End_Month End_Year	number	YES		YES		Get_Candidates Put_Candidate	Experience_Data	Get & Put	Prospects	Recruiting Succession Planning
Skills	Skills	array		Skills	Skill_Name	array	YES		YES		Get_Candidates Put_Candidate	Skill_Data	Get & Put	Prospects	Recruiting Succession Planning
Global Tags	globalTags	array		Candidate Tags	Candidate_Tag_Reference.ID	array	YES		YES		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															
Attachment (Max size 5mb)	attachment			Attachments		text	YES	We pull Resume & Cover letter attachments periodically based on the volume of attachments in the Workday instance.	NO		Get_Candidates		Get & Put	Prospects	Recruiting Succession Planning

Middle Name	middleNames	string		Middle Name	Middle_Name	string	NO		YES	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 from the payload and push again.	Put_Candidate	Name_Data	Get & Put	Prospects	Recruiting Succession Planning
Education	current	boolean	Is a tick box	Education	Currently_Work_Here	Boolean	YES	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.	NO		Get_Candidates		Get & Put	Prospects	Recruiting Succession Planning
	degree	string		Degree	Degree_Reference.ID	string	YES		NO		Get_Candidates Get_References	Degree_Reference	Get & Put	Prospects Integration Build	Recruiting Succession Planning Integrations
	startDate	string		Start Date	First_Year_Attended	date	YES		NO		Get_Candidates	Education_Data	Get & Put	Prospects	Recruiting Succession Planning
	endDate	string		End Date	Last_Year_Attended	date	YES		NO		Get_Candidates	Education_Data	Get & Put	Prospects	Recruiting Succession Planning
	grade	string		Grade Average	Grade_Average	number	YES		NO		Get_Candidates	Education_Data	Get & Put	Prospects	Recruiting Succession Planning
	major	string		Field of Study	Field_of_Study_Reference.ID	string	YES		NO		Get_Candidates Get_References	Field_of_Study_Reference	Get & Put	Prospects Integration Build	Recruiting Succession Planning Integrations
	organisationName	string	School	School Name	School_Reference.ID	string	YES		NO		Get_Candidates Get_References	School_Reference	Get & Put	Prospects Integration Build	Integration
Languages	languages	array		Languages	Language_Reference.ID	array	YES		NO		Get_Candidates Get_References	Language_Reference	Get & Put	Integration Build	Integration
Resume Summary	summary	string		Summary	Summary	string	NO		YES	We are pushing the resume summary to Workday	Put_Candidate	Resume_Data	Get & Put	Prospects	Recruiting Succession Planning
Source	source	enum		Applicant Source Reference	Source_Reference.ID	object	YES	We pull the source listed in the candidate's prospect data. Sources in Beamery must match those set in Workday	NO		Get_References	Source_Reference	Get	Integration Build	Integration
View in ATS URL	integrations.workday.url	string (customer specific URL)				string	YES	Customer specific URL	NO	No need to push this URL to Workday as it already exists there	N/A		N/A	N/A	N/A
Beamery Contact URL		url		Web Address	Website_Data	string	NO		YES	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