

# Jobvite New Hire API

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Change Log

Date	Version	Author	Description
02 July 2024	1.0	Lalit Chattar	Initial Release

## About this Document

This document aims to provide customers and/or ATS (Application Tracking System) integration partners the information required to integrate with Jobvite's Onboarding product.

## Intended Audience

This document is primarily intended for technical integration teams.

## About the API Architecture

## Overview

Jobvite's APIs are REST-based web services that exchange JSON.

REST (Representational State Transfer) exploits technology and protocols of the Web, using HTTP methods and JSON data representation to create, read, update, and delete resources. Jobvite uses REST APIs to deliver stateless, scalable interfaces that allow customers or integration partners to create and access data from Jobvite near real time.

Onboarding APIs provide comprehensive data retrieval and have been designed in a generic way. By its nature they allow a single company to have multiple integrations against multiple different systems and achieve precise triggering of the integrations - as soon as something data is ready to be integrated. While the API is powerful, it is also relatively complex. As such, it is important to fully understand this guide before proceeding with integration.

## Environments

Jobvite has 2 environments for each customer:

**Production:** live environment where all the real interaction between a customer and job seeker takes place.

**Stage/Staging:** a pre-production environment that replicates data from production on a *scheduled* basis. Any integration data submitted on the Stage environment will be wiped out per a documented schedule.

## URLs

All URLs must be encoded and encrypted. URLs must use the ASCII character set. URLs should not contain spaces. If parameters have spaces, escape them with %20.

Escape all unsafe or reserved ASCII characters with "%" and the corresponding two hexadecimal digits.

Ex. The reserved character of "&" is escaped with "%26"

## JSON Header

Content-Type: application/json; charset=utf-8 Accept: application/json

## Accessing Our Services

### Overview

In order to access the Jobvite webservice you will need to be issued an API key and secret both provided by Jobvite's Customer Success team.

To request API credentials, file a support ticket at:

<http://www.jobvite.com/support/submit-a-case/>

### What we need from you:

- Use case of how you plan to use the onboarding API.  
For example, extract onboarding information to integrate with Acme HRIS system.
- **Your Public Key Certificate:** Since both incoming requests into Jobvite and outgoing responses to the client are encrypted for onboarding APIs, you will need to provide Jobvite with a public key certificate. Jobvite will use your public key to encrypt the outgoing response. You will need to use your private key to decrypt the Jobvite response.
- **Valid Jobvite service account login:** Jobvite login name must have the Onboarding Orchestrator and Human Resources roles in order to invoke this api. Jobvite recommends creating a dedicated account versus using an existing employee account. For example, a login servicing the onboarding API could be called [jobviteapi@acme.com](mailto:jobviteapi@acme.com). Avoid using an existing employee username because when the employee leaves, the integration will need to be updated by Jobvite with another API service account login.

### What you will get in return:

- **API Key** – provides access to web services to get data related to your company
- **Secret Key** – validates the API key  
The API and secret keys provided will work on both Jobvite's Stage and Production environments. These keys will be different than your Jobvite Hire/Engage keys.
- **Jobvite's Public Key Certificate** (.DER – Distinguished Encoding Rules) – you will use Jobvite's public key to encrypt requests into Jobvite.

Customers will receive an API/secret key for each integration partner.

Ex. If a customer has 2 different Jobvite integrations, then the customer will receive 2 API/secret keys: one for each integration partner.

Note: please note that Encryption keys, as well as key/secret to access Onboarding APIs are different between Production and Stage and are not copied as a part of Stage refresh. Provisioning of the Onboarding API access will need to be performed twice - once for Production and once for Stage2.

### URLs

All URLs must be encoded and **encrypted**. In other words, URLs must use the ASCII character set.

URLs should not contain spaces. If parameters have spaces, replace the space with %20. Replace all unsafe ASCII characters with a "%" followed by two hexadecimal digits. Ex. Replace & with %26

## JSON

**Content-Type:** application/json; charset=utf-8

**Accept:** application/json

## Making a Request

Unlike the Jobvite HIRE and ENGAGE APIs, the Onboarding API requires the incoming payload into Jobvite to be encrypted using one of key algorithm below. The outgoing response to you will also be encrypted. Users are responsible for decrypting the response prior to processing the data.

## Key Algorithm

Asymmetric key algorithm	RSA
Asymmetric key size	2048-bit
	RSA/ECB/PKCS1Pad
Asymmetric key cipher	ding
Symmetric key algorithm	AES
Symmetric key size	256-bit
	AES/ECB/PKCS5Pad
Symmetric key cipher	ding

## Encryption URL and Payload Instructions

1. Generate a new 256-bit AES key per API request
2. Create desired JSON filter string. This will be in the body request for retrieving data.
3. Encrypt this JSON with the AES key from step 1 using the "AES/ECB/PKCS5Padding" cipher
4. Convert this encrypted byte output to a base64 ISO-8859-1 charset encoded string
5. Set the string from step 4 as the value of the "payload" in the API request JSON
6. Encrypt the AES key from step 1 with Jobvite's public key, generated from a 2048-bit RSA keypair, using the "RSA/ECB/PKCS1Padding" cipher
7. Convert this encrypted byte output to a base64 ISO-8859-1 charset encoded string
8. Set the string from step 7 as the value of the "key" in the API request JSON

## Decryption Payload Instructions

All returning JSON response will be encrypted. Customers must decrypt the response to view content.

1. Convert the "key" value from **base64 ISO-8859-1 charset encoded strings** to **bytes**.
2. Decrypt the value from Step 1 with Customer's private key, generated from a **2048-bit RSA keypair**, using the **"RSA/ECB/PKCS1Padding"** cipher.
3. Convert the "payload" value from **base64 ISO-8859-1 charset encoded strings** to **bytes**
4. Decrypt the value from Step 3 with the output from Step 2, which will be a **256-bit AES key** using the **"AES/ECB/PKCS5Padding"** cipher
5. Convert these decrypted bytes from Step 4 to a string. This is the API response.

### Generating Customer Public/Private Key pair

On OS X, \*nix platforms provides ssh-keygen utility to generate SSH key pairs

1. You can Generate RSA private key, using below command. Here we are Generating a 2048-bit RSA Key for stronger encryption.

```
openssl genrsa -out {privatekeyFileName}.pem 2048
```

2. convert OpenSSL private key to pkcs#8

```
openssl pkcs8 -topk8 -in privateACMEStage2.pem -outform DER -out privateACMEStage2.der -nocrypt
```

3. Generate the public key which needs to be shared with Jobvite

```
openssl rsa -in privateACMEStage2.pem -pubout -outform DER -out publicACMEStage2.der
```

### Rate Limits

Jobvite recommends calling the API on an "as needed" basis. Should customers need to call the API more frequently than once a day, it is required that parameters are set on one of the following:

- Dates at which onboarding process was started
- # of process returned per page (last 10, last 50, etc.)
- onboarding specific to a given job

For each API, action, environment (Stage or Prod) and API key/secret, the rate limit is defaulted to the values specified in the table below.

API Name	Rate Limit	Value
POST Onboarding (retrieving data)	Daily	20,000

Rate limits start at 12:01AM Pacific Time (PT) and resets nightly at midnight PT.

For example, for a particular API key and secret, the getProcess API, action = Post on Production is limited to 20,000 calls per day.

If a customer has 2 separate API keys and secret, then the customer has a 20,000 limit for **each** API secret and key per day – a total of 40,000 API calls per day.

To increase the *daily* rate limit, create a Customer Success ticket with the following information to obtain approval for a rate limit increase:

- API name and action type that requires a rate limit increase (Ex. API = getProcess, action = POST)
- Desired daily rate limit increase
- Clear explanation justifying the rate limit increase

### Rate Limit Error Messages

Possible rate limit error messages are as follows:

- “You have exceeded today's quota. Please make this request tomorrow”

Integrators are responsible for either queuing up API calls when the rate limit has been exceeded or contact Jobvite to increase the rate limit.

## Onboarding Overview

### Fields

Onboarding New Hire API support 2 field types:

1. **Standard Fields** – available on the New Hire form
2. **Custom Fields** – Only Three type Single Line Text, Multiline Text & Email

### Endpoints

The Onboarding API supports 2 types of API requests:

1. **Create New Hire** – Allows to create New Hire in OB
2. **Update New Hire** – Allows to update New Hire in OB

For more information regarding the Onboarding product, see the [User Guide](#) in our Community.

# Create New Hire API

## Overview

The Create New Hire API allows user to create in Onboarding System. Below are the details of Create New Hire API:

### **POST response are not encrypted, only request is encrypted.**

1. The API supports only the standard fields that are static on the "Add New Hire" page and the OB custom fields (Single line text, Multi-line text, and Email) available for that company.
2. Does not support the ATS Synced fields.
3. Display all field validations together in the response in case of any errors or validation issues in the payload.
4. The location and subsidiary fields support only the IDs not Name.
5. When there are errors such as an incorrect field code or invalid data, a validation message will be displayed for the supported custom fields in the response.
6. By default, the email used for the API configuration will be displayed as the Author (considered as the Orchestrator).
7. Retention policy field - Not supported in API
8. For all the fields sent in payload validation will be performed.
9. The preferred language dropdown field will default to the company's default language if left blank. Otherwise, it will be set to the language selected or sent in the payload. If the specified language is not enabled for the company, an error validation will be triggered.
10. Gender, Country, and State values are available in the option set and will be validated against those values sent in the payload.
11. Inactive fields if passed in the payload. → Show validation message for user.
12. For the Hiring Manager and Recruiter fields, only Email ID is accepted.
13. The state and zip code fields are dependent on the country field. Therefore, if a country value is not provided when entering the state and zip code, a validation message will be displayed for the user.
14. Shared Ad-hoc and private fields are not supported.
15. The preferredLanguage support both - and \_ (Example : en-US and en\_US).
16. **Create New Hire in Draft state** - Only Hiring Manager and timezone are optional and all other fields are required including mandatory standard and supported mandatory custom fields.
17. **Create New Hire in New State** - All mandatory fields including HM and timezone required.
18. As a response to Create API, the unique New hire ID is shown in the response.



## Use Cases

Create New Hire in OB system with provided information in payload

## Preconditions

NA

## Postconditions

N/A

## URL

**Production:** <https://api.jobvite.com/api/v2/createNewHire>

**Stage:** [https://api.jvistg2.com /api/v2/createNewHire](https://api.jvistg2.com/api/v2/createNewHire)

## HTTP Method

POST

## Parameters

See Response/Request Specification section for a list of filter parameters

## Pagination

NA

## Response Specification

Below is the response that user will receive after creating New Hire profile successfully.

### Successful Response

```
{"statusCode":201,"statusMessage":"New Hire Created","newHireId":"665f02d4dfbdb752d87ab8ac"}
```

### Error Response

#### Example 1

```
{"message":"Start date must be after hire date","fieldCode":"startDate"}
```

#### Example 2

```
{"statusCode":400,"statusMessage":"Validation Failed","messages":[{"message":"Please enter New Hire First Name","fieldCode":"firstName"}, {"message":"Please enter New Hire Last Name","fieldCode":"lastName"}, {"message":"Please enter New Hire Preferred First Name","fieldCode":"preferredName"}, {"message":"Email is required!","fieldCode":"email"}, {"message":"Email is required!","fieldCode":"hiringManagerEmail"}, {"message":"Field is required","fieldCode":"timezone"}]}
```

## Request Specification

Below is list of available parameters which one can pass in Create New Hire API request payload.

Field Name	Field Attribute	Mandatory/ Optional
firstName	Text	M
lastName	Text	M
preferredName	Text	M
middleName	Text	O
dateOfBirth	Date (YYYY-MM-DD)	O
Email	Text	M
corpEmail	Text	O
gender	Text	O
hiringManagerEmail	Text	O
recruiterEmail	Text	O
timezone	Text	O
zip	Number	O
state	Text	O
country	Text	O
city	Text	O
jobTitle	Text	O
address	Text	O
addressLine2	Text	O
subsidiary	Number	O
prefLangauge	Text	O
ssn	Number	O
cellPhoneCountryCode	Number	O
homePhoneCountryCode	Number	O
cellPhone	Number	O
homePhone	Number	O
hireDate	Date (YYYY-MM-DD)	O
startDate	Date (YYYY-MM-DD)	O
workLocationId	Number	O
customFields	List	O

## Example Payload

### Example 1

```
{
  "firstName": "Lalit",
  "lastName": "Chattar",
  "preferredName": "Lalit",
  "email": "lalit.chattar@employinc.com",
  "hiringManagerEmail": "lalit.chattar@jobvite-inc.com",
  "timezone": "Pacific/Honolulu",
  "dateOfBirth": "1990-09-19",
  "corpEmail": "lalit.chattar@jobvite-inc.com",
  "gender": "male",
  "recruiterEmail": "nidhi@employinc.com",
  "zip": "560066",
  "country": "IND",
  "state": "IN-KA",
  "city": "Bengaluru",
  "jobTitle": "Sr. Software Engineer",
  "address": "Whitefield",
```

```
"addressLine2": "Whitefield",
"subsidiary": "53",
"ssn": "566-34-3423",
"cellPhoneCountryCode": "91",
"homePhoneCountryCode": "91",
"cellPhone": "9999999999",
"homePhone": "9999999999",
"hireDate": "2024-06-09",
"startDate": "2024-06-10",
"workLocationId": "580962",
"prefLanguage": "en_US",
"customFields": [
  {
    "new_hire_api_test": "3",
    "new_hire_custom_field": "Test"
  }
]
}
```

#### Example 2

```
{
  "firstName": "Lalit",
  "lastName": "Chattar",
  "preferredName": "Lalit",
  "email": "lalit.chattar@employinc.com",
  "hiringManagerEmail": "testjvcleari9+1@gmail.com",
  "timezone": "Pacific/Honolulu"
}
```

Update New Hire API

## Overview

The Update New Hire API allows user to update New Hire information in Onboarding System. Below are the details of Update New Hire API:

1. To update the New Hire record we need to use the NEW HIRE ID (Primary Key) which is unique for every new hire. This will be part of the api request url.
2. PUT response are not encrypted only request is encrypted.
3. If user try to update with empty request payload, then - bad request message is shown.
4. User can update any details related to New Hire including all standard fields and supported custom fields (Single line text, Multi line text and Email).
5. Update New Hire (Draft/ New/ Abandoned/ In Process/ Completed) - If any empty values passed for mandatory field (except HM and Time zone) then validation message is shown, if not ignore for other non-mandatory fields. This API updates only fields passed in the payload and **New Hire state** will not be updated.

Example : In case if email field is added and do not pass any value, then we see validation message. Instead we should not pass the email field itself in the payload.

6. **Update New Hire from NEW to DRAFT state:** While updating the record which is in New state incase if user passes empty value for the HM or Time zone, then the value is removed and New Hire state will be updated to DRAFT.
7. The validation for the Start and Hire date fields will still happen if only one field is sent in payload.
8. Work location and Subsidiary cannot be set to Blank/Empty as we have some default value assigned. So when user pass empty/blank the field value are set to default.

Subsidiary = Other/Not Provided and Location = Other/Not Provided/Remote Employee

9. When we are updating Country/State/Zip code field in case of New Hire does not have any values set for these fields then we can update all these fields individually (only one field) at once using the API.

Country is independent field ->State is dependent on Country field -> Zip code is depend on Country field.

## Use Cases

Update New Hire in OB system with provided information in payload

## Preconditions

NA

## Postconditions

N/A

## URL

**Production:** <https://api.jobvite.com/api/v2/upadteNewHire>

**Stage:** <https://api.jvistg2.com /api/v2/updateNewHire>

## HTTP Method

PUT

## Parameters

See Response/Request Specification section for a list of filter parameters

## Pagination

NA

## Response Specification

Below is the response that user will receive after creating New Hire profile successfully.

### Successful Response

```
{"statusCode":200,"statusMessage":"New Hire Updated","newHireId":"665f02d4dfbdb752d87ab8ac"}
```

### Error Response

#### Example 1

```
{"message":"Start date must be after hire date","fieldCode":"startDate"}
```

#### Example 2

```
{"statusCode":400,"statusMessage":"Validation Failed","messages":[{"fieldCode":"firstName","message":"Please enter no more than 100 characters"}]}
```

## Request Specification

Below is list of available parameters which one can pass in Create New Hire API request payload.

Field Name	Field Attribute
firstName	Text
lastName	Text
preferredName	Text
middleName	Text
dateOfBirth	Date (YYYY-MM-DD)
Email	Text
corpEmail	Text
gender	Text
hiringManagerEmail	Text
recruiterEmail	Text
timezone	Text
zip	Number
state	Text
country	Text
city	Text
jobTitle	Text
address	Text
addressLine2	Text
subsidiary	Number
prefLangauge	Text
ssn	Number
cellPhoneCountryCode	Number
homePhoneCountryCode	Number
cellPhone	Number
homePhone	Number
hireDate	Date (YYYY-MM-DD)
startDate	Date (YYYY-MM-DD)
workLocationId	Number
customFields	List

## Example Payload

### Example 1

```
{
  "firstName": "Lalit",
  "lastName": "Chattar",
  "preferredName": "Lalit",
  "email": "lalit.chattar@employinc.com",
  "hiringManagerEmail": "lalit.chattar@jobvite-inc.com",
  "timezone": "Pacific/Honolulu",
  "dateOfBirth": "1990-09-19",
  "corpEmail": "lalit.chattar@jobvite-inc.com",
  "gender": "male",
  "recruiterEmail": "nidhi@employinc.com",
  "zip": "560066",
  "country": "IND",
  "state": "IN-KA",
  "city": "Bengaluru",
}
```

```
"jobTitle": "Sr. Software Engineer",
"address": "Whitefield",
"addressLine2": "Whitefield",
"subsidiary": "53",
"ssn": "566-34-3423",
"cellPhoneCountryCode": "91",
"homePhoneCountryCode": "91",
"cellPhone": "9999999999",
"homePhone": "9999999999",
"hireDate": "2024-06-09",
"startDate": "2024-06-10",
"workLocationId": "580962",
"prefLanguage": "en_US",
"customFields": [
  {
    "new_hire_api_test": "3",
    "new_hire_custom_field": "Test"
  }
]
}
```

#### Example 2

```
{
  "firstName": "Lalit",
  "lastName": "Chattar",
  "preferredName": "Lalit",
  "email": "lalit.chattar@employinc.com",
  "hiringManagerEmail": "testjvcleari9+1@gmail.com",
  "timezone": "Pacific/Honolulu"
}
```

GET New Hire API

## Overview

The GET New Hire API allows user to fetch New Hire information in Onboarding System. Below are the details of GET New Hire API:

1. The response will have all the New Hire related Standard fields and custom fields are also included in the response. The response will have only the standard and custom field for which the value is present/associated.
2. The user can filter any New Hire data irrespective of New Hire state.
3. If user set any default value for the View/edit mode while creating the custom field then those fields will not be in the response as actual value for the field is not set in the DB.
4. For the Number and Boolean type Custom field the values are not shown in double quotes. Boolean value are always shown as true/false in response irrespective of how the custom view/edit mode configured while creating the Custom field.
5. Country - we need to pass the option code of that country which we need to filter.
6. If we do not pass any filter or pass any unsupported filter (which is not mentioned in the document) then by default the response will have all New Hire present in that company which includes New Hire is New, Draft, Completed, In Progress and Abandoned state.
7. The option code should be passed to filter for the fields with option set.
8. All Date field accept only the following format: 2024-05-17T05:26:38.945335Z

**NOTE : The response is always encoded.**

## Use Cases

Get New Hire in OB system with provided information to the filters passed in payload

## Preconditions

NA

## Postconditions

N/A

## URL

**Production:** <https://api.jobvite.com/api/v2/getNewHire>

**Stage:** <https://api.jvistg2.com /api/v2/getNewHire>

## HTTP Method

POST

## Parameters

See Response/Request Specification section for a list of filter parameters

## Pagination



Default 50 records will be shown in the response.

## Response Specification

Response will be encrypted.

## Request Specification

Below is list of available parameters which one can pass in Get New Hire API request payload.

Field Name	Field Attribute	Permitted Operations
firstName	Text	eq, in, nin
lastName	Text	eq, in, nin
middleName	Text	eq, in, nin
email	Text	eq, in, nin
hiringManagerFirstName	Text	eq, in, nin
hiringManagerLastName	Text	eq, in, nin
hiringManagerId	Number	eq, in, nin
recruiterFirstName	Text	eq, in, nin
recruiterLastName	Text	eq, in, nin
recruiterId	Number	eq, in, nin
zip	Text	eq, in, nin
state	Text	eq, in, nin
country	Text	eq, in, nin
city	Text	eq, in, nin
jobTitle	Text	eq, in, nin
subsidiaryId	Text	eq, in, nin
hireDate	Date	eq, gt, gte, lt, lte
startDate	Date	eq, gt, gte, lt, lte
locationId	Text	eq, in, nin
createdById	Number	eq, in, nin
updatedById	Text	eq, in, nin
CreatedDate	Date	eq, gt, gte, lt, lte
DateModified	Date	eq, gt, gte, lt, lte
Id	Text	eq, in, nin

## Example Payload

### Example 1

```
{ "filter": {
  "newHire": {
    "city": {
      "nin": ["Bengalore"]
    }
  }
}
```

### Example 2

```
{ "filter": {
  "newHire": {
    "city": {
      "nin": ["Bengalore"]
    }
    "id": {
      "in": ["34645754634647gy7"]
    }
  }
}
```

## Response Specification

Below is the encoded response that user will receive for the GET New Hire profile successfully.

### Successful encoded Response

```
{"payload":"igiXIFkCKFiEc7ACRJ8Kvx06UXqR/IUt41RKt42a7iDi+VOuZ+LpZLNd4mChyS0XtBU+/zZxO+7jSG+JKKACv2YR5En77tooZfjdhSoHBE33jq/rpjBuB9z/zR0LZEbLwAhFYCG/VZNtOH8eaTmAQoWKUISyr7vWpE1UtNxOowWeWCiSrAjudOfL2ZVG9UyFMKSWpQtPgT/k3cleCmnlXmGiRrZFs0fgleym92+Fe3LsPkRXr4EI4x117hzUpbKZzL3FXhze/KQjpdJ6PMU8jLEnSC8stcJgxsATGMda1oO3F6847MXoy0apxJLQ1gwW","key":"PZ3LKQ5/fbKtKQdb69dbtQnJT1ftovR4XqsvzIi0ctU/bUpr3YbnAaXJuLd5a4pN/IUD6W9dt2iwnhfQ3jN0xMNCjsgLRP5NFqvpWpzdxfw0GIsn3mLShTDNw+DByD7ui+T9XxIAjg7sQmlXofFZsEe3XAPRL8hJzSiA3HG7u+lrzo9C0ZH6QgfBxATH7rHm37IjM7EIW645whXwr9uQU1V13L5jfMEUteVQYWCrIQ4c1CL+Dri4+cRwBeYB6Equj1AaK94QsQ1WLhra31ty2TBhspEW2y84KmzehlZkcDVET5S3tAu07YSfK3tfG4mYTUHjIhXSzkNL8/3B9iy9Q=="}
```

### Successful Response after decoding

```
{
  "total": 2,
  "start": 1,
  "count": 2,
  "newhires": [
    {
```

```
"newHire": {
  "lastName": "Bhumpuram",
  "state-attributes": {
    "code": "state.IN-KA",
    "name": [
      {
        "en_US": "Karnataka"
      }
    ],
    "state_abbrev": "KA",
    "external_code": "state.IN-KA"
  },
  "gender": "gender.undefined",
  "city": "Bengalore",
  "workflowStatus": "new_hire.draft",
  "jobTitle": "General Application",
  "dateCreated": "2024-02-15T09:49:25.722Z",
  "addressLine02": "SJR Parkway Homes, Flat # D-504, Rayasandra near rayasandra lake",
  "id": "65cdde260880db5d735aca62",
  "state": "state.IN-KA",
  "email": "vidya.bhu546m29@gmail.com",
  "gender-attributes": {
    "code": "gender.undefined",
    "name": [
      {
        "en_US": "Unspecified"
      }
    ],
    "external_code": "gender.undefined"
  },
  "createdById": "31619438",
  "prefLanguage": "en",
  "applyform": "",
  "address": "SJR Parkway Homes, Flat # D-504, Rayasandra near rayasandra lake",
  "timeZone": "America/Los_Angeles",
  "dateModified": "2024-02-15T09:49:26.255Z",
  "updatedById": "31619438",
  "userId": "sDynhiwC",
  "jobId": "onV9Vfw6",
  "firstName": "Vidya",
  "preferredFirstName": "Vidya",
  "middleName": "",
  "candidateId": "eKG6Gkw1",
  "category": "",
  "applicationId": "pAedHmwz",
  "cellPhone": {
    "extension": "",
    "phoneNumber": "07259242129"
  }
}
```

```
},
{
  "newHire": {
    "lastName": "Bhumpuram",
    "hiringManagerLastName": "support9188T2",
    "city": "Bengalore",
    "workflowStatus": "new_hire.in_process",
    "jobTitle": "job title 12345",
    "dateCreated": "2023-04-11T15:28:05.941Z",
    "locationId": "CwffXfwH",
    "id": "64357c862ecf4544544f05ce",
    "email": "savitacandidate111@gmail.com",
    "createdById": "49290030",
    "zip": "",
    "hiringManagerId": "49325428",
    "prefLanguage": "en",
    "address": "SJR Parkway Homes, Flat # D-504, Rayasandra near rayasandra lake",
    "homePhone": {
      "phoneNumber": ""
    },
    "timeZone": "Etc/GMT+11",
    "dateModified": "2023-04-11T15:30:33.972Z",
    "updatedById": "49290030",
    "userId": "s8zXfiwG",
    "corpEmail": "vidya.bhumpuram29@gmail.com",
    "new_checkbox": false,
    "firstName": "Vidya",
    "preferredFirstName": "Vidya",
    "hiringManagerFirstName": "API_User",
    "cellPhone": {
      "phoneNumber": ""
    },
    "startDate": "2023-04-13"
  }
}
],
"status": {
  "code": 200,
  "messages": []
}
}
```

Encoded Error Response

```
{
  "payload":
  "4DjbKL0u59MHnXKjx5cLxVa5pEn6eW5GAL7fee5SudELdkww0NuCpkRcaFsKf6NB2/e
  0X54UZgL4YMPe6WkahKYAMP2AsFQxL4uO9xA+JkAtz0/ltkWTxn3SbVosvtqixcW91z5
  Ib6x6VfVHgYEEY51TOCXlmwqa4UPgWjZOZA42pqkyivBX6xoWuSb2C2GNQ2o+bc4KU
  2QMAM6KzZ6HhRzHAS+puR1uOm5StOxMt02KyNuypL5JBkLi939ZXuipdPEUefcOJ+Tu
  wJBCa/qKv7qM8KadeV+hCgEtdcEdDdTHImcRENrrsNqZQbVsIzJgv",
  "key":
  "vNOaAzNORGoFhNhxV4E1vO6az2J3FfR6+O2EK6DeG1x3XLUR2DI2Dpfhf3Kupd7pw8
  TeEKd+2qjdClXxEOti4K+QQaEnKYA2QvoQ+a+Bu0rZefJwS9rX+RfxgkKR++fP3tZ2xxd
  31aPoIsPG56WUQu3fvcCMTYDJGj3gyKNQ1GyTDf44usEyy8nydN8gbH4iRJ04Sn8SbOh
  6N0lbUz4S1vzgLXkUBMtX7uOPZ2UzDYcMaZ6PKbjt32pgO8WO4RKVAKa7KWLymV
  Jq1S8MEe0Vc/rPPmtkMAP7QSAyQJkEG2UfuKL7jav5sJluQ+HmjILSXqnHyBEjH7X1/xl
  OfyBw=="
}
```

### Error Response after Decoding

```
{
  "total": 0,
  "start": 0,
  "count": 0,
  "newhires": [],
  "status": {
    "code": 422,
    "messages": [
      "Error in parsing data from request, data is not in correct format for field : newHire^city. in
      and nin operations can be executed only for arrays or lists."
    ]
  }
}
```