

Job Title: Architect Analyst**Location: Bangalore****Purpose:**

Team HR IT supports the global convergence agenda, delivering efficiencies & complexity reduction, continuously improving the available process & technology solutions and ensuring internal and external benchmarking. They are the functional experts who will deliver integrated process & technology design, satisfying business needs, and ensuring compliance with the overarching process and service strategy.

The Architect Analyst position will support solution architect in enabling business solutions across HCM (Human Capital Management) with a core focus on business enablement, solution design, technical architecture, integrations, support and stability of the platforms

This role designs applications required to automate business processes and meet business needs. The resulting design may run on Workday or associated systems as a packaged solution. The role is also responsible for the functional interface to other applications.

Key Accountabilities:

- Enhance Architecture: Drive solution architecture and design making sure they are aligned with the overall business objectives and IT standards. Should know-how to compile best practices in order to ensure delivery of high-quality services.
- Platform Continuous Improvements: Continuously improve Workday as HR platform and its relevant processes by leveraging innovative and latest technology development through new implementation and enhancements to existing systems.

Skills/ Experience/ Qualifications:**Professional Qualifications**

- Bachelor's degree in Computer Science, Management of Information Systems, or equivalent
- Certification is required

Experience**Essential:**

- 7+ years of total experience with Workday cloud enterprise applications including Cloud Development platform
- Strong knowledge of and extensive experience working with the following Workday modules - Core HR, Comp, Talent, Recruiting, Benefits, Absence Management & Time Tracking
- Extensive understanding of the end to end functional HR business processes including audit requirements and processes
- Deep knowledge of Workday's Business Process Framework and Security with core HCM, Staffing BP, Alerts, Report Scheduling, Time Tracking, and Absence Management
- Proficient in configuring Core HR and creating workflows

Desirable:

- Familiar with integration applications such as Mulesoft a plus
- Self-starter, self-motivated, able to work independently, prioritize effectively, and perform multiple tasks under minimal supervision
- Ability to influence key stakeholders and collaborate with cross-functional teams
- Ability to plan workday project implementation and change management
- Knowledge on Cornerstone is added advantage

Key Skills

- Professional knowledge of HR as operations and Understand organizational resources, priorities, needs and policies, and objectives in leading edge or critical situations.
- Problem Solving: Analyze complex/new situations, anticipate potential problems and future trends, assess opportunities, impacts, and risks. Develop and implement solutions.
- Contribution: collaborates with multi-functional teams and contributes in the translating the business requirement to technology solution

Key Interfaces:**External**

- External Solution Suppliers – Relationship Management in (SaaS) Software as a Service environment
- External Service providers of Support Services
- External Organizations

Internal

- HR Expertise and HR Services Organisations
- Local HR BP/PELs and Expertise contacts
- WD Platform Lead
- IT and HR Service Delivery Managers
- IT Organisation; CTO, Security, IT Services team

New Standards of Leadership:

Inner Game:

- Purpose & Service
- Personal Mastery

External Game:

Business Acumen Passion for High performance