We are developing processing applications that communicate via an event driven architecture. We believe that having events that reflect business events that are recognizable by process actors and business stakeholders is a key factor in the success of this endeavor. We are looking for individuals that will be the liaison between the business and IT side of the project to ensure solution is aligned with any operating model and expectations of stakeholders and customers. This individual's primary responsibilities include but not limited to,

* Designing, modeling, testing, and implementing business process models.
* Design and create business process frameworks with various levels of detail and levels of decomposition using BPM modeling standards.
* Apply common enterprise architecture (EA) practices on relevant projects.
* Create EA reference models, preferably business and information systems architectures.
* Provide high level estimates at project scope and level of effort for new projects and/or existing projects that require changes.

Detailed responsibilities include,

**Process Modeling:**

* Create process models using BPMN 2.0 visual language and methodology.
  + Understanding the hand offs between actors in the processes as models.
  + Understanding the differences between organizational actors in the financial services environment (e.g. investment manager, custodian, broker, fund accountant, etc.)
  + Understanding the departmental “role” actors participating in the operating model (current and target state).
  + Understanding the “system actors” that are performing activities on behalf of responsible departmental actors.
* Reflect and categorize the events that are generated by activities in the processes (as modeled) for both successful completion and failure states.
* Reflect and categorize the business objects (metaphors) that the processes are acting on. (e.g. trade, account, income event, etc.)

**Communication:**

* Interact with stakeholders of processes (e.g. suppliers, customers, managers, auditors) to gain insight into processes.
* Walk stakeholders through current and target state process models to ensure consistent understanding of processes
* Explain how events represent the information about the processing of business objects. Help stakeholders move from a notion of process state or status that is familiar toward an event driven representation of the same process.
* Communicate the event based processing models to technology (application development and integration) and testing stakeholders so that process models can become the basis for application, API and integration requirements (expressed through user stories).

**Documentation:**

* Capture process model artifacts (using Sparx Enterprise Architect).
* Follow process modeling standards.
* Reflect events in a managed and governed repository.

We believe that in order to be successful, people that we hire should have the following experience or capabilities:

**Work Experience:** 3 years of active involvement in process improvement engagements, development of process modeling artifacts

**Process Modeling:** Process Modeling and Analysis, Independently participate in (As Is) discovery and analysis, independently participate in (To Be) design and its iteration, Lean analysis, customer experience analysis

**Process Methodology:** Understands Value Stream Analysis (cross functional process mapping), understands process improvements methodologies, understands how to link business strategy to process architecture, ability to explain and walk business process staff through a process documented so that the business staff can recognize their own work process and verify the correctness of it.

Ability to separate the following notions in a business process model:

* + Core business process
  + Process controls implementing quality measures
  + Process controls implementing organizational or regulatory policies
  + Technical integration artifacts that enable the business process

**Process Measurement & Management:** Understand process measurements (common metrics to include cycle time, utilization, cost, defect rates, quality of output)

**Change Management & Facilitation:** Understanding of Change Management methods and techniques, understanding of company change management policies, leads facilitated interviews and workshops

**Technical Solutions – (some familiarity is required)**

* Understand how BPMS tools (like IBM BPM, formerly Lombardi) are used.
* Understand the business modeling symbols in the latest version of BPMN 2.0 or newer version, ability to use BPM modelers’ symbols to create process and workflow models.
* Understand the use of business rules engines, BPEL – Business Process Execution Language – Part of the SOA implementations on a number of platforms (Oracle, IBM, Others).
* Understand Event Driven Architecture using integration platforms like Apache Kafka or similar middleware.
* Understanding messages (e.g. XML or JSON) that are passed between system actors or API’s.
* Application Programming Interfaces – (API) that allow applications to communicate (integrate) with each other to share information or request actions.
* Document Management Solutions – like IBM Filenet or Kofax. When these are appropriate tools for workflow management
* Business Activity Monitoring or Dashboarding – provides an ability to develop process or workflow oriented dashboards that managers can use to observe and oversee a set of related business activities.
* Case Management Tools – either bespoke to a business domain or generalized tools that can be purposed for multiple business domains.

**Solutions Delivery:** Applies Business Process Architecture tools and methodologies, Identifies interdependencies and relationship impacts across organizational boundaries, Understands the impacts and consequences of specific business process design decisions to the business, Creates and maintains Process Architecture artifacts

**Technical Exposure:**

* Prefer Bachelors Degree in CS or MIS.
* Prefer experience working as a software developer, programmer, systems analyst, etc.

**Business Domain Knowledge:**

* Prefer people who understand either front office or back office processes in an investment shop (Investment Management, Fund Accounting, Custodian, and Brokerage).
* Prefer people who have some staff management in their background.
* Prefer people who have some “agile” experience, last 10 years.