

Senior Business Analyst - SAP Success Factors - HR Systems

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Company: Mackenzie Jones IT

Location: Sunbury-on-Thames

Category: computer-and-mathematical

Senior Business Analyst - SAP Success Factors - HR Systems. £70K + £7.2k Car Allowance + 25% Bonus + Benefits Package. Hybrid Working - 2/3 days onsite. London. T6/MN/18650.

Applicants must be eligible to work in the UK - sponsorship is not provided

Our global client is seeking to secure a Senior Business Analyst with extensive experience of Integrating & Rolling Out SAP Success Factors & HR Systems & Payroll. With a key focus on Business Partnering and leading Business Analysts & Functional Consultants.

Role:

Managing HR & System related Applications - HR, Payroll, Time & Attendance - SAP Success Factors.

Business Analysis - end-to-end BA Lifecycle - translate business requirements into functional specifications & detailed test plans.

Strong knowledge of HR Business processes.

Leading Business Analysts & Functional Consultants.

Workstream lead on large projects - lead on small projects and/or large changes.

Manage a portfolio of projects & changes.

Deliver business requirements benefits, cost reductions and/or service improvements.

Process Design - Provide Business Process design & documentation expertise.

Test & Training - Test, Implement & Train - facilitate with System & User Acceptance

Testing.

Support the Business Partner in defining the HR Technology/Systems strategy.

Provide leadership to Business Analyst & Functional Consultants & projects teams consisting of - BA's, Infrastructure Analysts, Solution Designers, Service Delivery & Outsource partners.

Lead Continuous Improvement for the BA team.

Chair Business Change boards - qualify, prioritise & schedule the backlog of change requests & enhancements.

Third Party engagement - partner & manage external suppliers.

Stakeholder Engagement & Management - both technical & non-technical stakeholders.

Experience Required:

Senior Business Analyst - end-to-end BA lifecycle experience - ability to lead a team of Business Analysts & Functional Consultants.

HR Systems Integration & Rollout - SAP Success Factors, Kronos Workforce Dimensions & Payroll System Integration

Success Factors Integration with SAP S/4 Hana - highly desirable.

HR, Payroll & T&A systems experience.

Strong Analytical skills.

Leadership - ability to lead Business Analysts & Functional Consultants & projects teams - BA's, Infrastructure Analysts, Solution Designers, Service Delivery & external resources.

IT Service Delivery & HR Systems Application support experience.

Knowledge of how IT Applications - can maximise business advantage.

Participating in Testing activities - System & UAT.

Third Parties - effectively partner with & manage external resources - both on-shore & off-shore teams.

Agile & Waterfall delivery experience.

Strong Stakeholder engagement experience - able to influence & be an advocate for change.

Proactive approach combined with a 'can do' attitude.

Passionate approach - take pride in your own work.

Collaborative approach to teamwork.

Ability to work in a pan-European environment - culturally aware.

Excellent Communication skills.

Business Partnering approach.

Desirable:

Certified Business Analyst.

SAP Background - Functional or Technical.

HR initiatives & Back Office Functions - group wide.

LMS & Recruitment Tools/Systems experience.

Supply Chain, Logistics & Finance experience.

Interface technologies & principles.

Keywords: SAP Success Factors, SAP S/4 Hana, SAP, HCM, SAP HCM, Kronos Workforce Dimensions, Payroll, HRIS, SAP Success Factors Consultant, Senior Business Analyst, SAP S/4 Hana Business Analyst, IT Business Analyst, SAP Success Factors, HR Business Analyst, SAP S/4 Hana. Senior Business Analyst, London, T6/MN/18650.

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