

HCM IT Lead Architect

Benefits: Candidates on temporary assignment may qualify for our competitive benefits package which includes group health, life and disability insurance and voluntary benefits such as retirement savings and holiday pay.

Salary range: \$140000.00 to \$150000.00 yearly
Employment status: Permanent

Description

A direct client of Robert Half is looking to permanently hire a HCM IT Lead Architect. It is an SAP S4 HANA environment with the latest version of SuccessFactors, including all the modules that are offered. In this position you will be responsible for managing and driving the development, delivery, and support of HR related business functions. This role requires learning and problem solving, and the ability to guide a team towards implementing architectures and solutions. You will have over 6 years of SAP SuccessFactors Architect experience, with expertise in Employee Central and/or Employee Central Payroll modules.

- Serve as subject matter expert for SAP SuccessFactors Modules Employee Central, PMGM, Learning, Recruiting, Onboarding 1.0, Compensation and Employee Central Benefits
- Independently and self-sufficiently configure SAP HCM / SuccessFactors suite to meet the business requirements with top-shelf quality.
- Collaborates with other senior roles and architects on various prototypes, or proof of concept, to test solutions.
- Establishes trusted relationships with key stakeholders internally & externally and partners/collaborates with them to drive mutual commitment to common targets and goals. This includes developing and maintaining strong customer relationships internally.
- Coach and lead junior team members, assign tasks and production support backlog
- Technical lead for HCM/Time and attendance project initiatives. Work closely with the PMO team to ensure successful implementation of new capabilities and solutions.
- Meet regularly with HR directors across the organization to understand their business needs and strategic objectives
- Develop SAP SuccessFactors roadmap to scale and implement capabilities that enable our business partner's strategies.

Requirements

- 6+ Years of SAP SuccessFactors Architect experience
- Bachelors in Computer Science, Engineering or IT
- **SAP SuccessFactors HCM Certifications**
- Modules: **EC**, Employee Central Payroll ECP, LMS, Recruitment, PM-GM, Onboarding etc.
- Experience in Project Management, Documentation, Testing (Automated, Unit testing, SIT, UAT)
- Experience in Integrations, Problem Resolution, Managing Internal Customer (HR/ Business/ Finance/ Audits etc.)
- Experience in Agile, SDLC, SCRUM etc.
- Experience in JIRA, PMP, Power BI etc.

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