ABC RECRUITMENT
EXCEEDING AMBITION IN IT AND SALES

Function: SuccesFactors Employee Central Functional Consultant

Location: Brussels & Home work

Permanent contract

Role

Our consultants are the front line of our Digital HR practice and you will be committed to the success of your customers, working closely with them to implement SuccessFactors products.

The lead specialist is responsible for the implementation of a SuccessFactors module such as Employee Central within an overall programme or project implementing SuccessFactors covering both the internal and external (client facing) activities required for successful implementation. Applying best practices, country specific knowledge, and technical know-how they will ensure that the solution fits the client's requirements and specifications.

The role ensures that all Implementation Services programmes deliver the right quality of deliverables into a customer's production environment such that meets the client's expectations for go live and provides a platform for a long and mutually beneficial relationship. The role has responsibility for delivery according to the appropriate implementation methodology for the programme and for ensuring it is used and applied consistently within the programme.

The role also supports the sales function with scoping, solution design and estimation of effort to ensure the full scope of an implementation is known and documented.

Key Responsibilities

Solution Design

o Lead the required workshops as laid out by the methodology, ensuring all decisions are accurately captured and recorded in relevant workbooks.

o Define and document the overall configuration of Concur, making the correct balance between business, technical and functional requirements and constraints, as well as the compatibility with different solution components.

o Provide the program/project manager with an overview of feasibility, viability and overall risk of the solution to be put in place

o Follow up during the whole project cycle to ensure the solution meets the architectural requirements

o Validate the final solution implemented at the client

o Support in the delivery of solution workshops to clients and the completion of required documentation.

o Provide subject matter expertise to all technical and functional resources assigned in the project

o Participate in implementation meetings (client-facing and internal) as appropriate to ensure activities are completed

o Ensure successful transition to maintenance teams

o Support project resources in defining solutions in the event that a challenge arises during delivery to ensure that delivery is on time and within budget

o Deliver presentations internally and externally to engage with stakeholders and as part of the implementation process

o Pro-actively communicates and reports risks and status to the project manager / program lead and project team members e.g. status Reports, progress and next activities

Data Migration

- o Organize and support the data mapping with client and implementation teams
- o Ensure the client fulfil their responsibilities in term of data management, in particular with their data cleansing and data transformation
- o Be familiar with data security procedures and requirements
- o Pro-actively maintain an action tracker to ensure the issues are addressed before final customer testing
- o Pro-actively anticipate project data issues and identify gaps in data that require addressing

Integrations

- o Support the technical resources in the definition of integration requirements
- o Support in the delivery of integration solution workshops to clients and the completion of required documentation.

Test Activities

- o Support the execution of customer testing and facilitate resolution of issues and queries raised during the testing process liaising as required with relevant stakeholders, partners and internal teams)
- o Provide highest level of quality assurance, ensuring that agreed deliverables are produced according to established procedures and standards.
- o Support discussions in evaluating the impact of decision on eventual workarounds for the project and post go live and optimize processes

Go-Lives

o Support the project manager in cutover planning with the customer

o Carry out production migrations according to the agreed plan

Practice Development

o Participates actively in the definition of global standards

o Drives continuous improvement initiatives with project teams by provision of feedback to Products team on recommended additions/improvements to the standards as identified during the life of the project.

Sales support

o Support in the development of proposals and pricing where needed

o Attend sales meetings with clients to present the solution and support the sales process

Main accountabilities:

o Finding workarounds where gaps exist between client expectations and contractual agreements or standard solutions and processes

o Documenting these gaps and their proposed resolution, in particular addressing the impact on project timelines and budgets

o Following up on the solution set up, testing, data migration and deployment in close collaboration with client teams, end users, testers, delivery teams, partners and other stakeholders

o Keeping abreast SuccessFactors products and their future road map to ensure that knowledge required to stay current is gained

o Negotiating and influencing revenue generation through the change control process and when participating in the sales process

- o Ensuring that lessons learned are documented and shared amongst community
- o Developing and maintaining strategic relationships

Experience and Skills

- o A sound background in the configuration of SuccessFactors modules
- o Demonstrable experience in configuring and testing to customers' requirements
- o Good business knowledge of HR processes
- o An ability to translate client business rules to technical business requirements.
- o Ability to work in a global environment and work on multiple projects at the same time.
- o The ability to communicate clearly and concisely
- o Experience with data migration and data management activities in SuccessFactors
- o Strong attention to detail and outstanding analytical and problem-solving skills
- o Results-oriented with the ability to work both independently and with others; to be self-directed; to take initiative; to solve problems and overcome roadblocks.
- o Ability to thrive in a fast paced, rapidly-changing virtual team-oriented environment
- o Several years' experience on SuccessFactors, preferably certified
- o Experience of end-to-end SuccessFactors module implementation in a lead capacity
- o Ability to work with the customer independently
- o Demonstrated communication and presentation skills
- o Competent in developing, writing and communicating technical/functional requirements & design documents
- o Must be fluent in English and Flemish and/or French, both written and spoken.

Are you interested in this challenge?
    Contact us info@abc-recruitment.be