

# Associate Director DDIT Solution Delivery HCM

Job ID

REQ-10051372

Jun 06, 2025

India

## Summary

We collaborate to develop leading global P&O strategies and support organizations in achieving excellence through implementing solutions that transform how they organize, develop capabilities, deploy and deliver a leading employee experience. Ability to influence and impact project, quality of defect resolutions, time to resolve. Manage the design of system solutions in alignment with design and architectural standards, while meeting quality, performance, and security and business requirements

## About the Role

### Key Responsibilities:

Implementation Project role:

- Partner with the P&O function in addressing their complex business challenges by maximizing effectiveness of the P&O function through leading-edge systems and processes
- Work alongside our implementation partner to plan, design, configure and test key functionality as part of our Workday deployment
- Participate in on-site and off-site workshops, align closely with Project Managers and P&O Process Owners to gain deep understanding of end-to-end process and associated business requirements

Post-project Operational Role:

- Define, build and implement enhancements to HR/P&O processes and structures that will improve the P&O function's alignment to business objectives and ability to help drive business results
- Review and troubleshoot integration, Triage and solve issues, Application support/ tweaking the written code
- Define, build and implement enhancements to HR/P&O processes and structures that will improve the P&O function's alignment to business objectives and ability to help drive business results
- Own/Participate in the following key activities: Release Management, Regression Testing, Tenant Management, Data Upload, Major Outage/Communication/Updates and Incident Management
- Manage Application Life Cycle services with WD
- Mentor team members and processes
- Ensure that system designs adhere to solution architecture design (i.e. high-level conceptual design) and are traceable to functional as well as non-functional requirements in projects/enhancements
- Ensure the overall user experience is taken into account when designing new solutions and services are peer reviewed, formally documented and signed off by business
- Ensure system design standards are defined to improve and sustain standardization of solutions adhere to architectural roadmap and support the development, execution and operations of solutions

## Core Workday Competencies (knowledge and skills):

- Workday Certification and expertise in at least two modules such as Core HR, Positive Time, Payroll & Absence, Advanced Compensation, Security, and Reporting
- Hands-on experience with Workday Business Process Framework
- Hands-on configuration and troubleshooting experience with integrations and custom reports
- Experience integrating SAP with Workday using Shapeln

## Essential Requirements

### Education & Qualifications

- University degree in computer sciences, business or similar

### Experience

- Bachelor's degree, preferably in Computer Science, Information Technology, Computer Engineering, or related IT discipline
- **10+** years of IT experience, knowledge of the HR function and processes is must
- **2** end-to-end projects, with at least one leading a workstream for a module or **3-5** years of support experience in Workday configuration and implementation. In this role, you will assist the team to implement the project and help out with the transitioning from the current setup of SAP HR
- Travel up to 25% through key deployment lifecycle activities
- Experience in all phases of the technology implementation lifecycle (requirements gathering, design, build, go-live, testing)
- Experience leading requirements gathering workshops or facilitating meetings
- Ability to interact at all levels of the organization
- Ability to manage work, lead as necessary and mentor team members
- Ability to do business consult independently and take decisions
- Strong problem solving and troubleshooting skills with the ability to exercise mature judgment
- Excellent interpersonal skills along with strong written and verbal communication and the ability to communicate effectively to non-technical audiences as well as senior technical personnel. The individual should have the ability to work effectively as an individual or in a team environment.
- Excellent teamwork and interpersonal skills Experience as a Client of Workday through an implementation

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Hyderabad (Office)  
Company / Legal Entity  
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