Senior Systems Application Engineer – HCM / Financials
Band E, Salary £40,175 - £50,677 (DOE), Swindon / Newport

What it is like to work in the Enterprise Applications team

The skills we develop, the value we place on each employee with a focus on work-life balance that offers a blend of hours and work patterns, supports Agile-focused delivery streams and hybrid working.

We have top-notch talent that we nurture through training opportunities, product certification, wellbeing coaching, and social networking functions. Teams of c. eight individuals, with a mix of subject matter expertise and a variety of business process and ERP modular experiences, work together across implementation and support lines, whether that is on innovative Cloud or SaaS systems, upgrades to legacy tech stacks, or providing subject matter expertise into discovery programmes.

The potential assignments for our colleagues continue to grow with a strategic eye on future system, corporate and individual development. We never stand still and very much embody the UKSBS 'One Team' ethos.

Key responsibilities

UKSBS is embarking on a transformational journey to become a multi technology, multi-vendor shared services centre to our growing client base. We are working with several of our current and future clients to deliver a modern SaaS enabled service. As a result, we are looking to expand our team to include some new skills and capabilities to support this growth.

On that basis, this role will see successful applicants:

- Be embedded with the Programme team and SI partner to identify opportunities to replace, upgrade and improve people and system processes by providing process and system expertise and know-how in HCM **and/or** Financials. NB: this requirement is for two individuals – one in HCM, one in Financials.
- Give guidance, advice, and input into architectural, technical, design and implementation solutions impacting SME areas and be capable of leading workshop discussions and capturing outputs.
- Document change, continuous improvement, projects-based and BAU support requirements & system specifications with a high degree of accuracy, interfacing with key stakeholders to clarify, refine and validate.
- Build and maintain effective working relationships with Clients, 3rd Party suppliers, and SIs to advance the development of system upgrades and replacements.
- Work with other stakeholders to support and lead on testing activities ensuring issues are recorded / resolved.
- Communicate information at the right level to drive decisions and actions.

Knowledge, skills, and behaviours

Essential

- Demonstrable Workday Cloud experience in HR, Payroll, Finance, Workforce Planning, and/or Analytics & Reporting of sufficient depth to be able to influence and guide key stakeholders within client groups, the SI, and internal delivery and support teams.
- Ability to co-ordinate work across diverse teams, to develop and maintain professional relationships with key stakeholders, displaying excellent communication skills (written and verbal).
- Ability to document requirement and functional specification documentation for system enhancements and regulatory changes in support of clients.
- Test development and support to internal and external users.
- Experience of working in a formal Agile environment with issue tracking software and ITSM tools

Desirable

- Previous Oracle ERP experience (e-Business or Fusion) to support TOM, mapping and data migration activities.
- Experience of working within a shared service environment.
- Experience as a team lead for small projects, releases, and other implementations.
- PL/SQL, JavaScript, BI Publisher, similar.
- Good understanding of project & delivery methodologies such as Prince2, Agile, SAFe, and proprietary products such as Jira, ServiceNow.
- Extended knowledge of integration components such as PenServer, HMRC.

Opportunities to develop.

We value our employees and recognise the importance of ongoing professional development in enabling people to fulfil their ambitions. Whether you are starting out in your career or looking to build on existing experience, we can provide you with opportunities to work towards your goals.

Whether you are starting out in your career as an apprentice, or a junior member of the team, or looking to build on existing experience, we can provide you with on-the-job training, coaching, and professional qualifications in your chosen field, to allow you to work towards a more senior role here within Enterprise Applications or within another part of Digital & Information.

At any level, we offer the opportunity to widen your skills and experience by applying for other roles within the wider UKSBS organisation.

Our in-house expertise is vast, whether you are interested in learning more about a particular type of software, you need to work on your presentation skills, or you want to develop your ability to influence and negotiate skills, we will support you.

We are UKSBS. We are creating a place where people love to work, a culture where we lead, we change, we deliver and we empower our people to be curious, act and add value.

Find out more about working for UKSBS at www.uksbs.co.uk/careers

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UKSBS
Shared Business Services

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│  Head of Enterprise     │
│      Applications       │
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│ Product Delivery Lead│   │  Capacity Planning   │
│                      │   │      Manager         │
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│ Senior System    │  │ Senior System    │  │ Senior System    │
│ Application       │  │ Application      │  │ Application      │
│ Engineer -        │  │ Engineer -       │  │ Engineer -       │
│ Data Specialist   │  │ HCM              │  │ FinProc          │
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