

Arrow Partnership is seeking a full-time employee to work within our Workday practice.

This Associate will be responsible for ensuring the successful implementation of the Workday solution. The Associate will provide Workday product and implementation expertise to their engagements. The Associate will work with their clients to understand their business requirements and help configure and test the Workday solution. The Associate will take direction and provide status to the Engagement Manager assigned to their project.

Key Areas of Responsibility

- Become an expert in the Workday product suite – HCM, Benefits, Compensation, Payroll, Workforce Spending, and Time and Attendance
- Perform the following on an engagement : 1) understand client business requirements, 2) configure the Workday solution, 2) demonstrate the configurations through the development of prototype systems, 3) assist the client in testing the Workday solution
- Work with the client to lead and execute data migration activities
- Complete the work assigned to you by the Engagement Manager within the budgeted time allocated
- Assist the integration consulting team in helping to configure and test integrations between Workday and benefit providers, payroll systems and other 3rd party/custom solutions
- Understand Workday's Implementation Methodology and use it on all engagements
- Work with Delivery Assurance to ensure compliance with agreed to checkpoints
- Help mentor new Principal Consultants
- Ensure the client takes advantage of Workday best practices
- Identify opportunities to position other service offerings
- Ensure the client is referencable once the client is in production
- Participate in update training and other events that help share one's product skills with other consultants
- Provide the Engagement Manager with status reports and keep them apprised of overall project status

Knowledge Base

- 4+ years implementing HCM, Benefits, and Payroll solutions or working as a manager in HR performing these day-to-day functions.
- Previous consulting experience either as an internal consultant or with a consulting/software company
- Experience implementing Human Capital management projects involving vendors like Workday, SAP, Oracle, PeopleSoft, ADP, JD Edwards, SuccessFactors, Authoria, Saba or similar Human Capital management applications
- Experience with at least 2 functional areas::

- HCM business process
- Recruiting
- Absence Management
- Compensation
- Performance Management
- Benefits
- Payroll processing
- Time and Attendance

Skill Set

- Bachelor degree required.
- Passion for customer service
- Functional and technical experience a plus
- Excellent verbal and written communication skills
- Business analysis and requirements gathering abilities.
- Ability to learn technology quickly through instruction and self-training.
- Experience with multiple HCM, payroll and/or financial applications a plus
- Ability to travel up to 50% of the time

Please forward resumes to resumes@arrowpartnership.com