

Workday Principal Consultant / Workday Payroll Consultant (multiple opportunities)

Wise Consulting Associates is a human resources and payroll technology consulting firm headquartered in Hunt Valley, Maryland.

A leader in implementing and using technology to support Human resources and Payroll Management, Wise partners with leading vendors to bring outstanding knowledge and experience to clients implementing their solution. Since our founding in 1996, these vendor partnerships include Ultimate Software, Ceridian, and, since 2008, Workday. At Wise Consulting, high performers are valued and rewarded. Our corporate culture encourages continuous learning, open communication, trust, and teamwork. We firmly believe that when individuals succeed, the organization as a whole succeeds.

Workday

If you thrive in a high-energy and fast paced environment that challenges you to provide innovative approaches for using HR/PR solutions in business strategy, then this unique opportunity in our Workday services practice is for you. Our partner, Workday, has a mission "to build the next generation of enterprise business services and deliver the solutions on a SaaS model. Workday is offering an innovative and fresh approach for today's global businesses." Wise is seeking outstanding Implementation Consultant(s) with HR/Payroll industry and system expertise to collaborate in the spirit of the Workday mission. As a Workday consultant, you will:

- Be a crucial part of the Wise Workday team
- Manage and execute all project implementation tasks adhering to Workday's methodology to include: working with client to design business processes, gather functional and reporting requirements, map current data to Workday, build/configure system according to client requirements, load client data, and support testing, data conversion and integration development efforts.
- Learn and embrace Workday technology principles; be prepared for detailed data work including analyzing cleanliness, format, structure, consistency, etc.
- Become system expert on Workday product/application; continually learn and stay current on all features/functions to provide maximum value to the client (expect 3 updates with rapidly expanding functionality each year)
- Develop and promote use of work procedures, tools, methodologies and processes.
- Communicate with project team members regarding project risks, issues, and status.

Minimum requirements:

- 5 years of industry experience. Solid understanding of HR/Payroll/Benefits regulations and tax laws.
- Knowledge of leading HR/Payroll systems (Workday, Ceridian, UltiPro, etc.)
- Proficiency / exposure to application implementation, with strong technical background and understanding of data interrelationships and configuration impact
- Ability to gather and interpret client business needs and communicate requirements to vendors, etc.
- Exposure to process design and mapping
- Able to drive self and project team (to include client and Wise team members) to achieve project goals.
- Strong analytical capabilities, including the ability to identify, troubleshoot and resolve configuration and functional business issues
- Ability to prioritize / plan work activities and manage multiple projects with a focus on results
- Excellent interpersonal skills and ability to work well as part of a team
- Professional appearance and presentation; Strong facilitation/presentation ability

- Ability / willingness to travel
- Related industry designation (PHR, SPHR, FPC, CPP, PMP) preferred
- Experience working with mid to large size multi-state organizations

If you are a self-starter, like variety, are a dedicated professional with a passion for quality service, and you meet the qualifications highlighted above, please email your resume and current salary to careers@WiseConsulting.com. Wise is committed to equal employment opportunity.