# Poland Jobs Expertini®

**Business Systems Analyst - SAP SuccessFactors**

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Company: Dynatrace

Location: Poland

Category: computer-and-mathematical

**Job Description**

This position will work side-by-side with our team members in executing projects ranging from software selection implementations or operational optimizations, integrations, enablement, and technical support/troubleshooting. The successful candidate must demonstrate a proven implementation background and the willingness to assist in design and development. Lead collection and documentation of business requirements within the People and Culture business unit including the definition of business problems translated into functional requirements to the development team.

Understand and document the process within the People and Culture business unit including core HR operations, Recruiting, Absence, Onboarding, Compensation, and Performance Enablement.

Leveraging this process knowledge, proactively recommend technology / process optimizations to deliver an optimal end user experience.

In partnership with the business stakeholders, support the definition, management and refinement of project and operational backlogs.

Collaborate with People and Culture and Business Systems to identify and design application enhancements for streamlined, standardized, and automated reporting processes.

Offer production support by effectively communicating technical issues and solutions to colleagues and customers with varying backgrounds.

Contribute expertise to architecting and designing system enhancements or new functionalities in scalable deployments.

Develop test cases and conduct unit testing, collaborating with admin or business users to validate results for system projects, bug fixes, and enhancements.

Ensure compliance with the Sarbanes-Oxley Act (SOX), business controls, and IT change management processes. Create and update technical documentation and support procedures for the applications and systems under your purview.

Human Capital Management Acumen: Understand HCM business processes related to close, planning, and reporting. Serve as a liaison between business and technical teams/systems.

Generate necessary project artifacts, such as functional specifications, technical design documents, User Stories and operational guidelines (e.g., runbook).

Training: Train end-users on specific processes and applications.

**Qualifications**

Bachelor's degree, preferably in Management Information Systems (MIS), or equivalent work experience.

Demonstrated experience in solution design and implementation, encompassing impact analysis, interpretation, enhancement, and authoring of complex business rules, along with optimization skills using SAP SuccessFactors or other such systems.

Prior experience and proficiency in collecting business requirements and successfully implementing HRIS solutions.

Proven track record of working with Human Resource applications, showcasing skills in business rules, forms, workflows, custom calculations, and data integrations.

Thorough understanding of delivery methodology, with the ability to lead teams in implementing solutions according to the specified design and architecture. Agile / Scrum and Waterfall methodologies preferred.

Ability to manage individual security and security groups within Human Resources applications.

Expertise in project and solution estimation, as well as defining team structures.

History of leading customer workshop sessions to educate clients on best practices in designing and maintaining application implementation, as well as staying aware of the latest technology trends.

Experienced in implementing Marketplace solutions SAP SuccessFactors is a plus.

**Additional Information**

A **one-product software company** creating real value for the largest enterprises and millions of end customers globally, striving for a world where software works perfectly.

Working with the **latest technologies** and at the forefront of innovation in tech on scale; but also, in other areas like marketing, design, or research.

Working models that offer you the **flexibility you need**, ranging from remote options to hybrid ones **combining home and in-office work**

A team that thinks outside the box welcomes unconventional ideas, and **pushes boundaries.**

An environment that fosters innovation, enables creative collaboration, and **allows you to grow.**

A globally unique and **tailor-made career development program** recognizing your potential, promoting your strengths, and supporting you in achieving your career goals.

A **truly international mindset** with Dynatracers from different countries & cultures all over the world, and English as the corporate language that connects us all

A culture that is being shaped by the **diverse** personalities, expertise, and backgrounds of our global team.

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