

Poland Jobs Expertini®

SAP HR Consultant

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Company: Alight

Location: Poland

Category: business-and-financial-operations

Our story

At Alight, we believe a company's success starts with its people. At our core, we Champion People, help our colleagues Grow with Purpose and true to our name we encourage colleagues to "Be Alight."

Our Values:

Champion People – be empathetic and help create a place where everyone belongs.

Grow with purpose – Be inspired by our higher calling of improving lives.

Be Alight –act with integrity, be real and empower others.

It's why we're so driven to connect passion with purpose. Our team's expertise in human insights and cloud technology gives companies and employees around the world the ability to power confident decisions, for life.

With a comprehensive total rewards package, continuing education and training, and tremendous potential with a growing global organization, Alight is the perfect place to put your passion to work.

Join our team if you Champion People, want to Grow with Purpose through acting with integrity and if you embody the meaning of Be Alight.

Learn more at careers.alight.com.

SAP HR Consultant

Job Description

Integrated into the AMS department and under the supervision of an AMS Cluster Lead, the overall responsibility of a SAP HCM Consultant is to support our outsourced clients as

follows:

Providing application support consultancy through advice, guidance, and appropriate technical activities

Managing tickets after having received functional analysis and guidance / coaching on the technical way to implement IT applications

Providing documentation (both technical and functional) on issues handled

Managing personal daily priorities and assigned tickets, and ensure that his deadlines are met.

Regularly report on status and progress to the AMS Cluster Lead

Maintaining internal and external contact and communication channels at appropriate level.

Communicate status, resolution, and root cause of assigned issues

Understand the general flows in HR and the SAP HR architecture

Main Responsibilities:

Design and deliver high quality solutions through system configuration that meets overall business requirements

Perform configuration for HCM modules of HR: Payroll (evaluation & schemas)

Act as the HR Services lead for SAP Payroll Management development, defect identification, and defect resolution

Analysis of payroll / time schemas to identify root cause and solution of pay & time discrepancies

Resolve complex defects related to Overtime, social security calculation, legal reporting, allowances, sickness, taxes, posting, payslips and others specific Polish payroll configurations

Participates in SAP HR projects as an integral part of a cross-functional team to support the delivery of HR Services

Ensure time and attendance data integrity

Must have hands on experience on Polish Payroll – Schemas, PCRs, wage type creation,

basic pay configuration, etc.

Troubleshoot and resolve HCM & Payroll problems/failures for both external and internal customers and updating ticket logging systems in a timely and accurate manner

Generate easy-to-maintain bug free code and customizing respecting Alight best practices

HRSP Implementation

Operate required system tests using either provided or self generated test data, to ensure the

What we ask for:

SAP HR Experience

Extensive and proven SAP HCM & Payroll configuration skills (including Time module)

Bachelor or Master degree with a Business or Technical emphasis, or equivalent

Intellectual curiosity and motivation to learn new technologies at a fast pace

Strong interest in delivering high quality support in the field of Human Resource

Ability to multi-task, to work in a constantly changing, fast-paced environment, and to consistently achieve quality standards

Service-oriented with a strong client focus and sense of accountability

Be committed to the customer, the team and the project

Strong analytical and problem solving skills

Solid verbal and written communication skills in English

Discretion and ability to respect the confidentiality of information

What we offer:

Possibility to work from home

Interesting career development opportunities within company

International business environment

Language courses bailout and language allowances

Private medical care in Lux Med

Access to MyBenefit platform (including MultiSport card)

Group life insurance

International business environment and opportunity to use foreign languages

Flexible Working

So that you can be your best at work and home, we consider flexible working arrangements wherever possible. Alight has been a leader in the flexible workspace and “Top 100 Company for Remote Jobs” 5 years in a row.

Our commitment to Diversity and Inclusion

Alight is committed to diversity, equity, and inclusion. We celebrate differences and believe in fostering an environment where everyone feels valued, respected, and supported. We know that diverse teams are stronger, more innovative, and more successful.

At Alight, we welcome and embrace all individuals, regardless of their background, and are dedicated to creating a culture that enables every employee to thrive. Join us in building a brighter, more inclusive future.

We offer you a competitive total rewards package, continuing education & training, and tremendous potential with a growing worldwide organization.

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