

Sr. Analyst, Solutions & Workday Configuration

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Company: 249 Discovery Polska Sp. z o.

Location: Warszawa

Category: computer-and-mathematical

Who We Are...

When we say, “the stuff dreams are made of,” we’re not just referring to the world of wizards, dragons and superheroes, or even to the wonders of Planet Earth. Behind WBD’s vast portfolio of iconic content and beloved brands, are the bringing our characters to life, the bringing them to your living rooms and the creating what’s next...

From brilliant creatives, to technology trailblazers, across the globe, WBD offers career defining opportunities, thoughtfully curated benefits, and the tools to explore and grow into your best selves. Here you are supported, here you are celebrated, here you can thrive.

This position will lead functional projects and configuration activities for new functionality and enhancements within the Workday Human Capital Management (HCM) / Advanced Compensation product suite. This role performs in a functional leadership capacity and includes elements of project management, analysis of business systems, and process knowledge. As part of a global enterprise based in the US, this role will work to ensure configurations in Workday comply with local and country specific requirements and will liaise with HR and Technology departments in countries outside of the US related to the responsibilities referenced below.

JOB RESPONSIBILITIES:

Workday Implementation and Project Delivery:

- Serve as a key Workday configuration resource and ensure the successful implementation of new functionality and/or processes within project timelines
- Conduct discovery sessions with stakeholder(s) and/or project sponsor(s) to understand

business requirements

- Demonstrate Workday configuration through the development of a proof of concept (prototype)
- Ensure thorough documentation of requirements, conceptual design, and end-to-end processes
- Lead configuration testing efforts and partner with HRIS and Technical Solutions teams in configuring and testing in Workday
- Develop high quality deliverables and presentations catered to the audience and with close attention to detail

Continuous Improvement:

Maintain process controls to help design, implement and/or monitor operations as part of initial configuration/implementation and continuous improvement:

- Participate in various process improvement projects, provide recommendations and assist in the process and system change implementations
- Partner with cross functional teams and Technical Solutions team in the development, testing and roll-out of enhancements (e.g., new system updates/releases, new integrations)
- Serve as an advisor in Workday configuration knowledge to the HRIS Solutions team
- Participate in update trainings as needed

Project Management Office:

This position will support PMO efforts for Workday projects

- Oversee, define and monitor critical path activities and resolve or escalate issues as needed
- Leverage project management tools and methodology, and work to refine and standardize tools and practices for projects under the PMO function
- Serve in a quality assurance role for projects - review functional process designs and related configuration
- Help to deliver on project/process documentation as part of transition of support to operations
- Understand and apply WarnerBros Discovery security and privacy policies, standards and processes to ensure the confidentiality and integrity of data

Perform other duties as required at the request of senior members of HR Services.

JOB QUALIFICATION:

Work Experience:

3+ years of experience in implementing Workday HCM / Advanced Compensation solutions required

2-3 years of project management experience required

Process development / definition in an ERP environment required

Experience in the development and implementation of process and systems changes required

Previous consulting experience with a consulting/software company desired

Operational experience in HR or Payroll a plus

Prior experience supporting multiple locations desired

Education, Professional Training, Technical Training or Certification:

Bachelor's degree in a business related field, or equivalent combination of training and work experience required

PMI and/or Lean Six Sigma certification a plus

Knowledge/Skills:

Workday system application implementation with functional knowledge across at least one Human Resource function

Experience on projects during design, configure/build, implement and stabilization phases

Ability to effectively capture stakeholders' needs and be able to translate needs into system functionality

Experience in Workday HCM Functional and Business Process configuration and testing

Proficient with Workday Security (creating and maintaining security groups)

Proficient in Workday custom report building and with Enterprise Interface Builder (EIB)

Experience in developing project timelines and providing updates catered to audience

Advanced skills in Microsoft Office suite of tools

We offer:

Contract of employment

Hybrid work model, flexible working hours

Free access to player.pl and HBO Max

Benefit package: private medical health care, life insurance, MyBenefit cafeteria including sport card, social funds, retirement pension plans, recognition platform, employee referral program

Work-life balance initiatives: wellbeing platform, yoga, massages, educational webinars,

Employee Assistance Program, internal media initiatives

Training & development: sharing the cost of English lessons, Employee Resource Groups, e-learning platform, sharing sessions with experts, periodic movie shows in the office cinema

room

CSR activities: volunteering, eco & social initiatives

Casual dress code

Parking space available for booking

How We Get Things Done...

This last bit is probably the most important! Here at WBD, our guiding principles are the core values by which we operate and are central to how we get things done. You can find them at along with some insights from the team on what they mean and how they show up in their day to day. We hope they resonate with you and look forward to discussing them during your interview.

The Legal Bits...

Warner Bros. Discovery embraces the opportunity to build a workforce that reflects the diversity of our society and the world around us. Being an equal opportunity employer means that we take seriously our responsibility to consider qualified candidates on the basis of merit, regardless of sex, gender identity, ethnicity, age, sexual orientation, religion or belief, marital status, pregnancy, parenthood, disability or any other category protected by law.

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