

Workday HCM - Senior People Systems Analyst

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Company: WP Engine

Location: Kraków

Category: computer-and-mathematical

We engage the most inspired minds to do their best work wherever they work best—powering the freedom to create worldwide.

WP Engine is seeking a Senior People System Analyst to join our growing Employee Experience Team in EMEA. This role will play a crucial part in driving operational excellence globally. Collaborating with EE Business Partners and various stakeholders who use employee data, employee and manager self-service, and regulatory compliance to drive process efficiency and better employee experience. Leveraging world-class tools and systems (like Workday and Google Suite), Senior People System Analyst supports process improvement, change management, data integrity and reporting/analytics.

QUALIFICATIONS

Bachelor's degree in business, computer science, human resources or related discipline, or equivalent work experience.

Minimum of 2 years of Workday reporting experience, including the development of complex calculated fields, and at least 3 years of experience supporting core Workday HCM technical configurations.

Advanced skills in MS Excel, Google Sheets, Workday Worksheets, Advanced Reporting and People Analytics.

Excellent analytical and quantitative skills with a keen attention to detail.

Self-motivated with a focus on driving results and a strong sense of accountability.

Ability to multitask and prioritize duties to achieve most critical business needs first and manage multiple projects in an organized manner

ESSENTIAL FUNCTIONS

Collaborate with the People Operations Director to drive continuous improvement through technical innovations and process improvements to automate complex tasks, minimize manual work, enable expansion of self-service and provide an exceptional employee experience.

Partner with Workday domain owners to distill and shape requirements, ensuring alignment with business/technology strategy and planned initiatives.

Work closely with EE Business Partners to support onboarding and offboarding processes and various employee lifecycle processes in Workdays

Design, develop, and deploy reporting solutions that transform Workday data into consumable and actionable resources for business leaders

Analyze, report and deliver quarterly peoplecount and turnover analysis.

Assist in preparing the annual compensation planning and dashboards.

Maintain system security infrastructure as needed.

Perform complex data uploads into Workday utilizing Enterprise Interface Builders (EIBs).

Customer service oriented with a demonstrated desire to exceed expectations and deliver an excellent experience.

Ability to consult with stakeholders and identify data, metrics and interpretation needed in deliverables.

Recommend best practices to ensure optimal use of Workday based on knowledge of WP Engine's processes and technology.

Continuously increase technical and industry trend knowledge by participating in Workday Community and other forums, including on-line discussions, brainstorming, voting, training, webinars etc.

Undertake special projects or other duties as assigned by management.

The perks and benefits.

Stock Options (Every employee is an owner in the company)

Matched pension plan

VHI Healthcare & Dental

Thrive Pass - €100 to expense every month on anything that makes you happy!

Employee Assistance Program

Generous Vacation Time (Who doesn't like time off)

One-time €450 Home Office Stipend

Employee Resource Groups

4 Company Wellness Days

Wellness Program

Calm App Subscription

#LI-DO1

#LI-JK1

#wpenginejobs

At WP Engine, we strive to have the broadest possible view of diversity, going beyond visible differences to include the background, experiences, skills, and perspectives that make each person unique. WP Engine is proud to be an equal opportunity workplace and is committed to equal employment opportunity regardless of race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity, Veteran status, or any other basis protected by federal, state, or local law.

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