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| **Job Title** | Data Integration & Automation | **Job Family** | ZCS |
| **Grade** | Senior Consultant | **Reports to** | Managing Consultant |
| **Location** | Hybrid - Outline office(s) or Home Based, with travel to the office as required. | **Team Size** | Individual Contributor |

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| About the role: |
| At Zellis, we have big ambitions and our Services division is at the heart of them. A key part of this ambition is the growth of its Data, Analytics and Automation Consulting practice, which has created an exciting opportunity for a dedicated and ambitious consultant who is passionate about developing solutions for customers.  You’ll be a key member of the wider team delivering customer funded consultancy and projects focussed on system integrations and automation for Payroll and HR solutions.  Your role will focus on working with clients to design and implement API integrations between the Zellis Intelligence Platform (MS Azure) and other customer systems and processes, as well as design, develop and support Power Automate flows. You will be a subject matter expert in these areas, leading both design and delivery workstreams. You will have significant experience of building solutions using MS Power Platform and Power Automate.  As a Senior Consultant you will lead client deliveries, partnering with customers throughout the full life cycle of a project from initial discovery sessions, scoping workshops, writing specifications, development, through to use acceptance testing and handover. You will be a passionate advocate for Data, Automation and Analytics, and regularly support Sales, Commercial and Customer Success Managers in pre-sales discussions to promote the capabilities of the practice.  Key success measures for the role include deliver quality work on time and on budget, excellent customer NPS feedback and achieving chargeability targets. You’ll be a strong communicator and able to engage audiences up to C-suite, using your industry experience to advise, consult and deliver solutions which provide value to the customer.  You will be passionate about learning and keep up to date on relevant skills, knowledge, tools and industry practices/solutions to ensure you are able to continuously develop your team and have the appropriate knowledge to engage stakeholders internally and externally.  If you like no two days to be the same, enjoy learning something new every day and want to be part of a growing team with an exciting future, please apply for this role. |
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| **Role Accountabilities and responsibilities:** |
| **Responsibilities:**   * **Delivery:**   + Leads self, and oversees virtual team members, to deliver projects and solutions to time, cost and quality targets to customer requirements   + Establish yourself as a subject matter expert for Data Integration & Automation solutions (design and delivery), becoming a trusted partner for our customers   + Collaborate with internal and external stakeholders to define, scope and quote projects, advising on good practice and recommended solutions   + Be a point of escalation for complex technical issues, dealing with internal and external senior stakeholders as required * **Commercial:**   + Takes accountability for own performance and ensures work is delivered to the required standard and timescales to enable customer charging   + Deliver customer workshops and presentations to promote our capabilities, to both prospective and existing customers to drive sales pipeline   + Drive continuous improvement by proactively identifying opportunities to improve both internal processes and capabilities and customer solutions   **What you will be doing:**   * Develop, test and support integration and automation solutions, in line with our standards, good practices and design principles, ensuring they meet business needs. * Interpret functional specification documentation and work with functional specialists to translate business requirements into effective technical solutions, contributing advice to overall solution designs and creating technical specification documentation. * Work with the wider team to design and implement creative technical solutions to work around system constraints as / when required. * Adhere to specifications and standards agreed in addition to the IT project lifecycle, including quality assurance and testing of solutions and approval before release. * Investigate and resolve support incidents, suggesting improvements if possible. On call out of hours support might be required from time-to-time. * Create and maintain documentation for integration solutions, processes, and data flows. * Participate actively in improving our development standards, good practices, design principles to continuously improve the quality, effectiveness and efficiency of our solutions.   **Key skills and experience**   * Deep technical expertise in REST APIs, with 5+ years of experience in building and managing solutions. * Significant hands-on experience of development automation solutions using Power Automate i.e. multiple deployed solutions. * Direct experience working on Payroll, HR, ERP or Data Warehouse integration, ideally working with transactional and master data to/from other business applications is highly desirable. * Be open minded and flexible – you're happy to respond to changing circumstances and priorities while remaining calm and focussed on getting the job done. * Experience of designing and implementing highly available technical services. * Experience of working with Azure APIM, Event Grid, Power Platform (and ideally with Microsoft certifications). * Experience of working with external clients to deliver solutions e.g. consultancy. * Experience in building Power BI solutions desirable, but not essential.   **Behaviours:**   * Self-motivated, proactive and takes overall ownership for delivering agreed outputs and outcomes, to time, cost and quality targets * Outcome focussed and flexible, you're able to respond to changing circumstances and priorities while remaining calm and focussed on getting the job done. * Organised with great attention to detail. * Collaborates with peers and clients to deliver projects, with the confidence and the ability to appropriate challenge, to achieve the right business outcomes * A natural interest to keep pace with new versions and features of tools and how these can be incorporated into our offerings to generate new revenue opportunities * Resilient and comfortable at working under pressure and to tight deadlines   **Desirable, but not essential:**   * Data modelling and dashboard development * Data security certifications |
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| Special Circumstances / Other Requirements e.g. travel requirements, working arrangements etc |
| * Hold a full valid UK driving license and willingness to travel when required although largely virtual |

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| About Zellis |
| We are Zellis Group. The UK and Ireland’s leading provider of pay, reward, analytics and people experiences.  Zellis Group consists of three companies - Zellis, Moorepay and Benefex - who provide services to different customers and have the autonomy to design and deliver products to meet their unique needs. We are three distinct and successful businesses, but there is power as a group.  Our overall purpose is to *power exceptional employee experiences so you and your people do better*.  **Our history**  We have over 50 years of heritage and industry experience – and we’ve been ahead of the curve throughout.  More than half a century ago, we were founded as Peterborough Data Processing. Quite a lot has changed since then – not least our name.  We were acquired by Northgate, becoming NorthgateArinso in 2007 and NGA Human Resources UK and Ireland in 2014, where we were joined by Moorepay. In 2018, the UK and Ireland division was sold to Bain Capital and now we operate as a standalone company.  After acquiring Benefex, we’re now even better equipped to serve the complex needs of our customers.  In September 2020 we launched Zellis HCM Cloud, the exciting next evolution of ResourceLink, our flagship payroll and HR solution.  **We’re proud of our culture**  At Zellis we work hard to create a culture where people want to join, belong to, and be part of a progressive organisation. We’re committed to recruiting and retaining a diverse and inclusive workforce that is representative of the customers we serve and the communities we operate in.  **Our values,** which were defined with input from all of our 2,000 colleagues, are not empty words on a poster. They reflect who we are, and how we operate as a business.  A screenshot of a computer  Description automatically generated |