

Senior Workday Analyst

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Company: H.B. Fuller

Location: Denmark

Category: computer-and-mathematical

H.B. Fuller is a leading global adhesives provider focusing on perfecting adhesives, sealants and other specialty chemicals across all industries throughout the world. While our products are virtually invisible, they play a vital role in ensuring the quality of modern life and we are committed to connecting what matters to solve some of the world's biggest adhesion challenges.

The Role?

We are seeking an experienced and highly skilled Senior Workday Analyst specializing in the Compensation and Recruiting module to join our dynamic team. As a Senior Workday Analyst, you will critical role as a Workday modules owner in optimizing and maintaining our Workday system, having a strong partnership with HR Global Process Owners to ensure alignment with organizational goals and industry best practices.

Your expertise in the Compensation and Recruiting modules will be instrumental in enhancing our HR processes and contributing to the overall success of our talent management initiatives. You will work with a team of 4+ HRIS staffs.

Who WE are?

We thrive to embrace differences making sure everyone feels heard and valued. We believe that a rich tapestry of backgrounds, experiences, nationalities, and perspectives fuels innovation. We offer flexible career paths tailored to your strengths and aspirations. Our culture recognizes and supports everyone's individual journey, fostering an inclusive workplace where everyone succeeds through a collaborative environment.

Why join H.B. Fuller?

Are you a creative and enthusiastic individual with innovative ideas to challenge the way things are being done? Do you relate with the saying: Do it right the first time? So do WE!

Are you looking for a company where people's development is consistently a blue chip for all? We provide training, coaching and mentorship programs worldwide and are committed to challenging ourselves to create opportunities for our employees.

What will YOU do?

You will be involved in a variety of technical and business-related activities. The primary customer base served includes internal HR stakeholders.

Engage extensively with HR GPOs or SMEs to understand systems requirements, advise on solutions, and work with external workday consultants as needed to implement prioritized solutions.

Provides subject expertise and acts as the module owner of Workday modules such as Compensation and Recruiting.

Manages Workday bi-annual release and collaborate with IT team to ensure system alignment with Workday's technical roadmap. Planning, testing and implementation for required features and prioritized optional features.

Leads ideation of technical solutions to gain process efficiency and improve data integrity.

Proactively maintains an effective working knowledge of our Workday configuration and provides a point of view on optimizing the H.B. Fuller Workday configuration.

Troubleshoots critical or complex problems and conduct tests to assist in issue resolution.

Leads configuration, enhancement, and optimization of Workday modules, focusing on Compensation and Recruiting functionality.

Conduct training sessions for end-users and HR teams on new features, updates, and best practices.

Create and maintain comprehensive documentation for system configurations, processes, and procedures.

Minimum Requirements:

6+ yrs. in Workday or equivalent HCM systems and Bachelor's in IT, HR, or related field.

Proven experience in configuring and optimizing Workday modules to meet business requirements.

Strong analytical and problem-solving skills, with the ability to interpret complex data.

Excellent communication and interpersonal skills to collaborate effectively with various stakeholders.

Demonstrated intellectual curiosity, desire to learn, system thinking and problem-solving abilities

Demonstrated ability to lead projects, manage priorities, and meet deadlines in a fast-paced environment.

Preferred Qualifications:

Workday certifications

Work experience with Global companies

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