



Functional HR Transformation Solution Developer—Human Capital Consulting

Interested in creating mission critical solutions? Together with our other delivery centers around the world, we provide development and sustainment services for our clients, both pre-and post-implementation. Here you'll get the chance to work with organizations to align their HR systems and processes with their business strategies. Whether developing a refined method for streamlining new-hire onboarding, benchmarking a client's workforce planning strategies, or configuring and testing a new cloud based HR system, we help our clients adopt new technology systems to manage their people data.

Work you'll do

As a Solution Developer in the Human Capital Consulting HR Transformation practice, you'll act as a strategic advisor to clients and assist them in the application, custom development, and management of HR technologies to help businesses manage their people data. Whether working with Oracle-Cloud HCM, SAP-SuccessFactors or Workday, you'll gain hands-on knowledge of how to successfully enable the workplace of the future. Common responsibilities could include requirements gathering, system design, configuration and testing.

The team

Our US Delivery Center team is comprised of deeply passionate and experienced professionals who help organizations design, develop, and implement technology-based solutions to optimize their Human Resources practices. Our consultants effectively implement human resource information systems (HRIS) that enhance clients' long-term productivity and profitability. We provide strategic guidance and help business leaders understand, manage, and leverage HR systems technology to work toward a sustainable competitive advantage. [Learn more about the US Delivery Center.](#)

Qualifications

Required

- Bachelor of Science degree in Business Administration, Human Resources, Management Information Systems, or related field of study
- Strong academic track record (minimum GPA of 3.0)
- Excellent interpersonal and communication skills
- Ability to troubleshoot, problem solve, and simplify complex technical issues
- Willingness to travel up to 15 percent of the time

Preferred

- Exposure to HR business processes and how technologies support HR business functions
- Overview or application experience in Oracle, SAP, SuccessFactors, Kronos, ADP Vantage, Taleo, Benefit Focus, Workforce Solution, or Workday
- Experience in HR, payroll, absence, time and attendance, benefits, recruiting, talent, and compensation
- Experience in learning management systems

How you'll grow

As we continue to grow, so has the need for HR professionals that we will develop and train to allow us to continue to provide the support for our clients' systems and business processes. Here you'll be able to sharpen your technical, analytical and business skills as part of a team committed to delivering world-class service for clients around the globe. You'll not only gain experience in Deloitte's methodologies, but also gain new skills that are in high demand by our clients.

Benefits

At Deloitte, we know that great people make a great organization. We value our people and offer employees a broad range of benefits. [Learn more about what working at Deloitte can mean for you.](#)

Deloitte's culture

Our positive and supportive culture encourages our people to do their best work every day. We celebrate individuals by recognizing their uniqueness and offering them the flexibility to make daily choices that can help them to be healthy, centered, confident, and aware. We offer well-being programs and are continuously looking for new ways to maintain a culture where our people excel and lead healthy, happy lives. [Learn more about Life at Deloitte.](#)

Corporate citizenship

Deloitte is led by a purpose: to make an impact that matters. This purpose defines who we are and extends to relationships with our clients, our people and our communities. We believe that business has the power to inspire and transform. We focus on education, giving, skill-based volunteerism, and leadership to help drive positive social impact in our communities. [Learn more about Deloitte's impact on the world.](#)

Recruiter tips

We want job seekers exploring opportunities at Deloitte to feel prepared and confident. To help you with your potential interview, we suggest that you do your research: know some background about the organization and the business area you're applying to. We also suggest that you brush up on your behavioral and case interviewing skills and practice discussing your experience and job history with a family member, friend, or mentor. [Check out recruiting tips from Deloitte professionals.](#)

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age and disability or protected veteran status, or any other legally protected basis, in accordance with applicable law.

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