

# P&O Workday Product Expert - Compensation

Job ID

REQ-10011332

Juli 22, 2024

Tschechische Republik

## Summary

The Workday Product Expert is a critical role in the Workday Production Support Model.

The Workday Product Expert has main responsibility for leading all aspects of the design and delivery of the solution processes relevant to the workday functional module - Compensation.

The product expert is encouraged to work with cross-functional teams to design and deploy solutions that meet agreed workforce and enterprise needs.

The Workday Product Expert is also the Level 3 support for owners - is the highest customer concern point for Workday Global Admins to address any incident, service or change requests in the production environment.

This role is part of team which will be responsible for future Workday Release management as well as deployment of approved solution in production tenant. This is the only team in People & Organization (HR) that is part of the techno-functional support layer that is being built in People & Organization (HR) to handle configuration changes and design for new enhancement requests.

The role reports directly to the Global Workday Product Owner.

## About the Role

### Major accountabilities:

With respect to each of the Workday Function Modules i.e Recruitment, Core Compensation, Talent & Performance, Core HR (HCM) and Absence, the Product experts must take ownership for the following activities

- Advise business on Workday/industry best practices and standards and provide outstanding knowledge of processes related to the stream which would have an effect on Workday solution design;
- Supervise the Workday solution design & configuration for the respective functional area in partnership with the relevant business liaison teams;
- Partner with business representatives to build, automate and release solutions based on Workday best practices and business priorities and ensure P&O solutions are designed consistently and in full alignment with the overarching architecture design and principles
- Apply architecture Workday expertise and experience to support the organization to resolve key business and process issues
- Work together with the CoE's (Centres of Excellence) / Business Partners to accommodate requirements in Workday, provide best in class support, recommendations on future releases, insights, reporting and provide proactive support for the stream;

- Support Functional Support Leads (CoE) in conducting assessments of Workday solution change requests for their respective areas' processes/solution in preparation for CR board.

Work together with the CoEs to produce and own config workbook for Stream (i.e. TAS)

- Lead the development and deployment of changes in partnership with DDIT (IT department) & AMS partner in compliance with company processes and ways of working
- Support incidents and escalations withing the functional area of responsibility;
- Build expertise in Workday knowledge and configuration and build up knowledge from IBM to seamless takeover when IBM leave post Go-live
- Coordinate and conduct testing with the stream to ensure all global and local requirements are met before planning move-to-production
- Provide insights to improvements in stream (i.e. TAS) i.e. via reporting
- Produce ad-hoc relevant reporting related to stream (which is not delivered as standard reporting)
- Run half yearly Workday releases (selection of improvements, testing, release, change management, business partnering etc.)

#### **Key Requirements:**

- Hands-on experience with WD Business Process Framework, Studio and Report Writer, Workday Studio Developer, configuration and solve experience and custom reports
- Workday Certification and expertise in core modules such as Core HR, Positive Time & Absence, Recruiting, Core Compensation, Security or Talent & Performance
- Working knowledge and understanding of Shapeln
- Experience in all phases of the technology implementation lifecycle (requirements gathering, design, build, go-live, testing)
- Ability to communicate effectively at all levels of the organization and to handle work, lead as vital and mentor other support team members
- Ability to do business consult independently and take decisions
- Strong problem solving and fix skills with the ability to exercise mature judgment and excellent social skills along with strong written and verbal communication and the ability to communicate effectively to non-technical audiences as well as senior technical personnel. The individual should have the ability to work effectively as an individual or in a team environment.
- Excellent teamwork and interpersonal s
- Proficient in English (both written and spoken)

**Why Novartis:** Helping people with disease and their families takes more than innovative science. It takes a community of smart, passionate people like you. Collaborating, supporting and inspiring each other. Combining to achieve breakthroughs that change patients' lives. Ready to create a brighter future together?

<https://www.novartis.com/about/strategy/people-and-culture>

**Join our Novartis Network:** Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up:

<https://talentnetwork.novartis.com/network>

Novartis is committed to building an outstanding, inclusive work environment and diverse teams' representative of the patients and communities we serve.

Division

People & Organization

Business Unit

CTS

Standort

Tschechische Republik

Site

Prague

Company / Legal Entity

CZ02 (FCRS = CZ002) Novartis s.r.o

Alternative Location 1

Hyderabad (Office), Indien

Functional Area

Humanressourcen

Job Type

Full time

Employment Type

Regular

Shift Work

No

[Apply to Job](#)

## **Accessibility and accommodation**

Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an e-mail to [di.cz@novartis.com](mailto:di.cz@novartis.com) and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

**Join our Novartis Network:** Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up:

<https://talentnetwork.novartis.com/network>

## **EEO Statement :**

Learn about our business, strategy and performance in 2023, and how we create sustainable value for stakeholders and society.Learn about our business, strategy and performance in 2023, and how we create sustainable value for stakeholders and society.Learn about our business, strategy and performance in 2023, and how we create sustainable value for stakeholders and society.Learn about our business, strategy and performance in 2023, and how we create sustainable value for stakeholders and society.

Learn about our business, strategy and performance in 2023, and how we create sustainable value for stakeholders and society.Learn about our business, strategy and performance in 2023, and how we create sustainable value for stakeholders and society.Learn about our business, strategy and performance in 2023, and how we create sustainable value for stakeholders and society.Learn about our business, strategy and performance in 2023, and how we create sustainable value for stakeholders and society.

Learn about our business, strategy and performance in 2023, and how we create sustainable value for stakeholders and society.Learn about our business, strategy and performance in 2023, and how we create sustainable value for stakeholders and society.Learn about our business, strategy and performance in 2023, and how we create sustainable value for stakeholders and society.Learn about our business, strategy and performance in 2023, and how we create sustainable value for stakeholders and society.

Job ID  
REQ-10011332

## **P&O Workday Product Expert - Compensation**

[Apply to Job](#)

---

**Source URL:** <https://qa1.novartis.de/de-de/careers/career-search/job/details/req-10011332-po-workday-product-expert-compensation>

1. <https://www.novartis.com/about/strategy/people-and-culture>
2. <https://talentnetwork.novartis.com/network>
3. [https://novartis.wd3.myworkdayjobs.com/en-US/Novartis\\_Careers/job/Prague/P-O-Workday-Product-Expert---Compensation\\_REQ-10011332](https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Prague/P-O-Workday-Product-Expert---Compensation_REQ-10011332)
4. <https://talentnetwork.novartis.com/network>
5. [https://novartis.wd3.myworkdayjobs.com/en-US/Novartis\\_Careers/job/Prague/P-O-Workday-Product-Expert---Compensation\\_REQ-10011332](https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Prague/P-O-Workday-Product-Expert---Compensation_REQ-10011332)