HRIS, Reporting & Analytics Specialist

Apply Now

Company: Fuzu

Location: Kampala

Category: business-and-financial-operations

Job Summary

Contract Type:

Sign up to view job details.

The HRIS, Analytics and Reporting Specialist will leverage our SAP HRIS platform, to build and manage the integration of a people data and insights function to deliver robust reporting and data analytics that empower strategic decision making to proactively identify trends. Through the leadership of the Head of HRIS and the Head of Organizational Effectiveness, the incumbent will oversee the implementation of standard and specialized reporting, analytics and data services for the HR community and other relevant cross-functional departments, providing necessary support and expertise. The role will be relied upon to design standards and controls for the key data governance process and the central HR data library, to ensure a common currency for all stakeholders in need of up-to-date HR related data and analytics.

Additionally, the specialist will contribute to a range of workforce and organizational development solutions, initiatives, and projects, led by the Organizational Effectiveness lead in order to inform business strategy and workforce planning. The specialist will continuously identify opportunities for improvement in our digital HR data library and guide the HR community on the necessary process improvements required.

Requirements

• Degree in Human Resources Management, Organizational Psychology or similar undergraduate qualification.

• Preferably with any related qualification or certification.

Responsibilities

• Manage the implementation of Success Factors, EEA's HRIS platform, as per the Engie Group roadmap, accountable for the management of existing system modules, as well as the proposed innovations and enhancements.

• Manage and influence the effective utilization of all deployed Success Factors modules, inclusive of Recruitment & Onboarding, Employee Central, Compensation, Learning, Time Off, by all stakeholders across the EEA markets.

• Develop and implement a clearly defined training approach on all HRIS modules, for all EEA end-users, such as the HR community, people managers, and Train-the-trainer HR groups.

• Develop and manage key stakeholder relationships that are fundamental to the successful delivery of the HRIS digital strategy, such as EEA's Senior Leadership team, HR community, as well as the Engie Group Digital HR team.

• Responsible for weekly collaboration with the Engie Group Digital HR squad to report on key HRIS topics such as status on HR support requests, system enhancements, training needs.

• Accountable for establishing Sezame, our internal SAP HRIS platform, as the single-source-of-truth, to enable all stakeholders leverage Sezame analytics for accurate and real-time reporting on all EEA employee related data

• Support the Head of Organizational Effectiveness to define, implement and maintain a standard HR metrics dashboard to be adopted and utilized by all HR CoE Heads and HR Country Heads and monitor ongoing adoption rates.

• Analyze the monthly HRIS reports available for all EEA markets in order to enable the Organizational Effectiveness function to generate actionable data insights to be leveraged by the strategic business leaders.

• In partnership with the Head of Organizational Effectiveness, develop and drive a continuous efficiency agenda for defined business areas by assessing and improving organisational effectiveness metrics such as average span, deepest layers, turnover, gender demographics, management ratios, ineffective line managers, employment costs and other metrics

• Contribute to innovative approaches to projects and initiatives, effective problem solving as well as a culture of new idea generation, calculated risk taking and knowledge sharing

• Support EEA's company-wide digital transformation projects, as well as business unit

specific transformation initiatives through effective micro and macro level organisation design

• Support the Head of HRIS to source and identify the right vendor to integrate and deploy a centralized payroll processing solution for all our EEA markets on a unified platform, right from building system requirements, running system demos, conducting an RFP process, through to Executive presentations and change management.

• Manage the utilization and effectiveness of the defined HRIS policies, process documents and reports, and ensure all documentation is maintained and accessible to all the relevant stakeholders.

• Offer thought leadership and cross-functional support to the HR CoE Heads through the implementation of Global HR initiatives, processes, and people data analyses.

• Responsible for co-creating and delivering training presentations, as well as intuitive self-guide documents on how to leverage HR analytics in SAP.

• Ensure a high-quality service delivery on all HR analytics requests with a clear focus on timely support to the HR Community and any other stakeholder departments.

• Any other relevant duty as assigned by the department head.

• The ideal candidate is a strategic and service-oriented HR contributor with significant HR Analytics and Workforce Planning experience. A strong business partner, you have successfully implemented HR Analytics solutions across a complex organization and can lead change through influence. You complement your operational and analytical experience with excellent communication and relationship building skills. The successful candidate will have a proven ability to build, lead, develop and maintain partnerships and to work effectively as a trusted and collaborative partner.

Apply Now

Cross References and Citations:

1. **HRIS, Reporting & Analytics Specialist Jobs Kampala** ↗
2. **HRIS, Reporting & Analytics Specialist Jobs Kampala** ↗
3. **HRIS, Reporting & Analytics Specialist Jobs Kampala** ↗