POSITION DESCRIPTION

Position Title: Senior Integration Business Analyst, HCM Program
Organisation Unit: Strategic Program Office
Position Number: 
Type of Employment: Fixed Term until 30 April 2021
Classification: HEW Level 8

THE UNIVERSITY OF QUEENSLAND

The University of Queensland (UQ) contributes positively to society by engaging in the creation, preservation, transfer and application of knowledge. UQ helps shape the future by bringing together and developing leaders in their fields to inspire the next generation and to advance ideas that benefit the world. UQ strives for the personal and professional success of its students, staff and alumni. For more than a century, we have educated and worked with outstanding people to deliver knowledge leadership for a better world.

UQ ranks in the world’s top universities, as measured by several key independent ranking, including the CWTS Leiden Ranking (32), the Performance Ranking of Scientific Papers for World Universities (43), the US News Best Global Universities Rankings (42), QS World University Rankings (48), Academic Ranking of World Universities (55), and the Times Higher Education World University Rankings (69). Excluding the award component, UQ is now ranked 45th in the world in the ARWU, and is one of the only two Australian universities to be included in the global top 50.

UQ has an outstanding reputation for the quality of its teachers, its educational programs and employment outcomes for its students. Our students remain at the heart of what we do. The UQ experience – the UQ Advantage – is distinguished by a research enriched curriculum, international collaborations, industry engagement and opportunities that nurture and develop future leaders. UQ has a strong focus on teaching excellence, winning more national teaching excellence awards than any other in the country and attracting the majority of Queensland’s highest academic achievers, as well as top interstate and overseas students.

UQ is one of Australia’s Group of Eight, a charter member of edX and a founding member of Universitas 21, an international consortium of leading research-intensive universities.

Our 52,000-plus strong student community includes more than 16,400 postgraduate scholars and more than 15,400 international students from 135 countries, adding to its proud 250,000-plus alumni. The University has more than 6,600 academic and professional staff (full-time equivalent) and a $1.75 billion annual operating budget. Its major campuses are at St Lucia, Gatton and Herston, in addition to teaching and research sites around Queensland and Brisbane city. The University has six Faculties and four University-level Institutes. The Institutes, funded by government and industry grants, philanthropy and commercialisation activities, have built scale and focus in research areas in neuroscience, biomolecular and biomedical sciences, sustainable minerals, bioengineering and nanotechnology, as well as social science research.
UQ has an outstanding track-record in commercialisation of our innovation with major technologies employed across the globe and integral to gross product sales of $11billion+ (see http://uniquest.com.au/our-track-record).

UQ has a rapidly growing record of attracting philanthropic support for its activities and this will be a strategic focus going forward.

Organisational Environment

The University operates in a rapidly changing environment within a global marketplace, where institutions strive for higher levels of excellence and reputation. Australian universities face increased financial pressures, regulatory changes arising from the 2014-2015 Federal Government budget announcement, reputational pressures and changing client expectations (student, industry and government).

Within this context, UQ seeks to review its services, to ensure that UQ remains competitive and sustains success in the longer term. A focus on continuous improvement as part of every person’s contribution to the future of UQ is vital to ensuring a service oriented culture. The University’s Strategic Program Office will enhance UQ’s ability to deliver its core functions of learning, discovery and engagement.

This University-wide program will adopt a One UQ approach with shared commitment and responsibility to enhance the student and staff experience by transforming internal business operations. The program seeks to:

- Enhance the student experience and increase student satisfaction levels
- Improve the workplace experience for staff members
- Ensure a better use of UQ’s resources through improved operational efficiency and effectiveness with freed resources reinvested in learning, discovery and engagement.

Information for Prospective Staff

Information about life at UQ including staff benefits, relocation and UQ campuses is available at - http://www.uq.edu.au/current-staff/working-at-uq

DUTY STATEMENT

Primary Purpose of Position

The University is acquiring new Human Resource, Workforce Management and Payroll Systems that will function as the Human Capital Management Solution (HCMS). The Senior Integration Business Analyst will be responsible for working with the selected supplier’s implementation team and internal IT/ program/integration team to contribute in the integration design, write specification, test and deployment plan. This position will also work very closely with developers, programmers and DBAs to validate and execute complex integration design as part of HCMS Program.

Duties

Duties and responsibilities include, but are not limited to:
• In collaboration with key stakeholders, undertake analysis of systems integration, investigating data compliance requirements and identifying alternate solutions (where required) for fully integrated, semi-integrated or non-integrated business processes.

• Assess feasibility of existing and new integrations and recommend approaches to meet Program requirements, understand business requirements and translate them into integration specification documents in accordance with agreed standards and templates.

• Prepare detail level integration design documentation, liaising with the business, program team and other technical teams at UQ.

• Prepare impact assessment of every integration component on downstream systems and adjust design and deployment plans and/or propose alternative solutions.

• Undertake each integration as a project and manage it as a leader, including negotiation and liaison with stakeholders at all levels to ensure that organisational policy and strategies are adhered to while achieving Program milestones and that appropriate change management processes are undertaken.

• Work closely with programmers, developers and DBAs to ensure that integration design and specification are correctly translated into workable solutions and be able to work with ITS team for timely deployment.

• Consulting and advising on technical and governance aspects of integration patterns, technologies, platforms and services to a range of stakeholders.

• Provide technical advice, support and mentoring to other team members, acting as an escalation point for complex program level issues and facilitating the resolution in line with program expectations.

• Maintain an in-depth knowledge of business processes, systems, integrations and be able to provide sufficient integration level advice to the program.

• Working with HCM Integration team, contribute to the effective management of technical change, including input into the integration planning, change management, and communication with stakeholders ranging from technical reference groups to wider UQ community.

• Contribute and prepare detail test strategy and plan for SIT with various approaches to validate design, specification and performance of integrated solution.

• Undertake rigorous testing approach and write down test use cases which ensure integration solution deliver on agreed design and specification.

• Provide support during the execution of testing activities in accordance with the agreed Test Strategy, and for training and change management activities to assist with adoption of system changes and/or business process changes.

• Any other duties as reasonably directed by your supervisor.
Other

Ensure you are aware of and comply with legislation and University policy relevant to the duties undertaken, including but not exclusive to:

- the University’s Code of Conduct
- requirements of the Queensland occupational health and safety (OH&S) legislation and related OH&S responsibilities and procedures developed by the University or Institute/School
- the adoption of sustainable practices in all work activities and compliance with associated legislation and related University sustainability responsibilities and procedures
- requirements of the Education Services for Overseas Students Act 2000, the National Code 2007 and associated legislation, and related responsibilities and procedures developed by the University

Organisational Relationships

The position reports to the Integration Lead, HCMS Program.

SELECTION CRITERIA

Essential

- Demonstrated ability to design IT solutions, undertaking business process modelling, and data and systems documentation in accordance with industry standards.
- Demonstrated ability to architect, analyse, design, implement, test and operate effective integration solutions based on modern cloud based services.
- Experience with database development including relational database design and advanced query writing capabilities.
- Experience with designing, developing and operating complex integration flows that to support Human Resource Management (HCM), Workforce management and/or Payroll Systems (All SaaS systems)
- Experience with development and operations in platform environments such as API Gateways, ESBs, or ETL tools.
- Experience with DevOps practices and associated tools, such as: containerisation, automated testing, auto-scaling, continuous integration, continuous delivery, logging and monitoring.
- Excellent interpersonal skills and problem solving ability, with the ability to negotiate, demonstrate diplomacy and tact, and effectively build relationships with a diverse group of stakeholders, colleagues, 3rd parties and staff.
- Strong analytical skills to assess problems and propose appropriate solutions, including those that integrate a range of appropriate processes, systems, data and technologies.
- Commitment to upholding the University’s values, and with the outstanding personal qualities of openness, respectfulness and integrity

Desirable

- The technologies and tools currently used within the team are listed below. Please indicate what experience you have with any of those listed:
Integration development technologies such as SOAP and RESTful web services, JavaScript frameworks, Java / J2EE, XML (XQuery, XSLT, XSD etc), JSON, Python, R, SQL scripting, Amazon Web Services (AWS) cloud services such as RDS, EC2, S3, Lambda, Cloudwatch, SNS, SMS, Kinesis etc, Enterprise Service Bus platforms, e.g., Oracle Service Bus, Message Queue and Streaming technologies, e.g., ActiveMQ, Kafka, API Management platforms (API gateway, developer portal etc), e.g., Axway, Relational and Non-relational data store / indexing technologies, e.g., Oracle, SQL Server, ElasticSearch or Amazon DynamoDB, Change Data Capture (CDC) technologies, e.g., Attunity Replicate.

The University of Queensland values diversity and inclusion and actively encourages applications from those who bring diversity to the University. Please refer to the University’s Diversity and Inclusion webpage (http://www.uq.edu.au/equity) for further information and points of contact if you require additional support.