



# Oracle HCM architect

## HITCONTRACT

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Lithuania

### About the assignment:

#### Location

Vilnius, Lithuania

#### Rate (after tax)

€6050 - 7400/Month

#### Duration

Long-term project (>12 months)

#### Extension (project)

Yes

#### Remotely (optionally)

Yes

#### Expire On

2025-07-31 (3 weeks from now)

### Description

We believe that HR should be Digital-first and meet the expectations of the business and the workforce by enabling the organization to 'Be Digital' itself in the face of continuous disruption. As such, HR is undergoing a profound change. Once viewed as a support function that solely delivered employee services, it is expected that HR will actively contribute to the organization's wider digital transformation. People Tribe brings together business and IT professionals into cross-functional squads and enables us to work in a truly agile organization. Each of these squads is a self-organized team that empowers its employees to make their own decisions while working on the end-to-end delivery of products and services. We are a team of committed and experienced professionals focused on excellence in high-quality software development.

Currently, we are looking for a Solution Architect to be an integral part of our Pay Transparency Program. You will be working closely with Product Owners in the People Tribe to ensure the business goals are met and that we, in parallel, make the right IT infrastructure decisions.

#### Responsibilities:

As a Senior Solution Architect, your primary role will be to lead the IT architecture to ensure optimal implementation of Oracle HCM Compensation in relation to Oracle Core, integrations (both internal and to third-party solutions), and reporting. Key responsibilities include:

- **Architecture Leadership:** Develop and oversee the architectural roadmap, focusing on integrating Oracle systems effectively while planning for the decommissioning of legacy systems and Excel solutions. Ensure that the architecture aligns with business needs and IT standards.
- **Strategic Planning:** Collaborate with IT and business stakeholders to create a comprehensive IT architecture overview. This will aid in making informed decisions on implementing and optimizing various systems.
- **Solution Design:** Deliver solution designs that meet both the immediate and future needs of the business. Guide technical decisions to balance project requirements with broader enterprise concerns.
- **Risk and Compliance Management:** Identify potential risks, particularly those related to integrations and data security, including GDPR compliance. Develop strategies to mitigate these risks.
- **Stakeholder Engagement:** Act as the primary liaison for all project stakeholders. Ensure that there is alignment between IT architectural decisions and the organization's goals. Communicate effectively to keep all parties informed of project status and developments.
- **Legacy System Transition:** Plan and manage the transition away from legacy systems, ensuring minimal disruption to business operations while maximizing the benefits of new technology solutions.
- This role requires a proactive leader who is adept at navigating complex IT landscapes and driving forward-looking technological initiatives.

### **Requirements:**

As a Senior Solution Architect, you already have a range of the following qualifications and experience:

- **Educational Background:** A Bachelor's or higher degree in computer science, engineering, or a related field.
- **Expertise in HCM Systems:** Extensive experience with HCM systems, preferably Oracle HCM.
- **Experience in IT:** A solid background in the IT field, with experience in delivering complex projects.
- **Solution-Oriented Approach:** Demonstrated

experience in managing solution design with a focus on practical and effective outcomes.

- **Stakeholder Collaboration:** Effective capabilities in collaborating with senior stakeholders and leaders to align architectural solutions with organizational goals. You are adept at understanding and integrating diverse perspectives into the decision-making process.
- **Communication and Problem-Solving Skills:** Excellent communication, negotiation, and interpersonal skills are essential, as well as the ability to address complex problems and manage demanding situations adeptly.
- **Project Management:** Experience and proficiency in working with both agile and waterfall methodologies.
- **Team Collaboration:** A team-oriented mindset, with a commitment to joint project success and an openness to collaborate positively with various organizational stakeholders.
- **Advanced English language skills.**

#### **We Offer:**

- An inspiring environment in a large IT organization.
- Work in an international team that concentrates on innovative business-facing solutions.
- An extensive training program is provided to ensure that your skills are maintained and updated on an ongoing basis.



## Required Skills

### **IMPLEMENTATION**

**Solution Architecture +6 years**

