



Join a high-performing group with a purpose:
to grow a safer, cleaner, healthier future
for everyone, every day.

We are hiring for a **Power Apps Team Lead** in **Halma Company Fortress**

Location	Business Unit	Report to
Bengaluru	Safety	Head of IT

About us

Halma is a global group of life-saving technologies companies, driven by a clear purpose. We are an FTSE 100 company with headquarters in the UK and operations in 23 countries, including regional hubs in India, China, Brazil, and the US

Our diverse group of nearly 50 global companies specialise in market leading technologies that push the boundaries of science and technology.

For over 50 years, the combination of our purpose, strategy, people, DNA and sustainable business model has resulted in **record long-term growth in revenues and profits and an increase in dividend by $\geq 5\%$ every year**– an achievement unrivalled by any company listed on the London Stock Exchange.

Halma India fulfils the potential of the region by harnessing the diverse talents, expertise, infrastructure, and operational

We have a team of over 250 professionals representing commercial, digital and support functions across our seven offices in India, two in Bengaluru and one each in Delhi, Mumbai, Thanjavur, Vadodara, and Ahmedabad.

Halma India is a Great Place to Work® certified organisation, recognised for 3 consecutive years.

Here's why working with us is fulfilling:

We offer a safe and respectful workplace, where everyone can be who they 'REALLY' are, feel free to bring their whole selves to work and use their unique talents, knowledge, expertise, experiences, & backgrounds to create meaningful outcomes.

We nurture entrepreneurial spirits and empower them to think beyond the possibilities, to discover, shape and build their own unique stories. Our diverse businesses and operations provide fulfilling opportunities to grow as individuals and make an impact.

We are simple, humble and approachable, and we believe in leadership at all levels to bring our purpose to life. Everyone at Halma India makes an impact, and so do you when you join us!

Halma India is an equal opportunity employer, which means the base of our recruitment decisions is always on skills, competencies, attitudes, and values. We are committed to hiring from diverse backgrounds without regard to age, ethnicity, religion, marital status, disability status, sex, gender identity, or sexual orientation.



Detailed job description

About Halma Company Fortress	Fortress Safety are the experts in machinery safety and interlocking, since 1977 we've been protecting people and equipment in hazardous situations across the World from our Wolverhampton, HQ and operations across USA, Europe, Australia, China and India.
Position Objective (The purpose of role in current business/market scenario)	This is a hands-on team leader role, leading the India-based Power Platform and Data team while remaining actively involved in the design, build, support, and continuous improvement of Power Apps and automation solutions. The role has primary accountability for delivering high-quality Power Apps that digitise workflows, reduce manual effort, and improve operational resilience. It will also provide leadership and technical direction across Power BI and data activities, ensuring reporting remains accurate, trusted, and aligned to business needs as Fortress continues its D365 change journey. The role will work in an Agile delivery environment, helping shape backlogs, sprint priorities, testing, documentation, and release planning.
Responsibilities (KRAs / deliverables / job expectations)	• Lead, coach, and develop the India-based Data, Power Apps, and Power BI team, setting priorities, managing workload, and ensuring consistent delivery standards. • Remain hands-on in the design, build, troubleshooting, testing, and support of Power Apps, automation, data, and reporting solutions where needed. • Design, build, and support high-quality Power Apps solutions, including Canvas and Model-driven apps, that digitise business processes and improve user experience. • Create and maintain Power Automate flows for approvals, notifications, data movement, exception handling, and operational automation. • Work within Agile delivery practices, contributing to backlog refinement, sprint planning, estimation, delivery tracking, sprint reviews, retrospectives, testing, and release planning. • Provide technical leadership across Power Platform standards, including environment strategy, solution packaging, permissions, data security, governance, and release management. • Support and guide Power BI delivery as a secondary focus, ensuring dashboards, semantic models, KPIs, and reports are reliable, performant, and easy to use. • Work with the Data team to integrate information from core business systems, including ERP sources, SQL, APIs, and files, while supporting reporting continuity through legacy-to-future transitions. • Improve reliability and reduce avoidable errors by introducing stronger testing, peer review, release discipline, and documentation practices. • Produce and enforce clear technical documentation, handover materials, support notes, and standards so solutions are maintainable and not dependent on any single individual.

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	Partner closely with IT and business stakeholders across functions and time zones to translate requirements into usable apps, automation, reporting, and data solutions.
Critical Success factors (critical / high impact aspects of role)	- Strong hands-on experience designing, building, troubleshooting, and supporting Power Apps, including Canvas and/or Model-driven apps, Dataverse, security, and solution lifecycle management. - Proven ability to lead a technical team while remaining technically hands-on and close to delivery detail. - Experience working in Agile delivery environments, including backlog management, sprint planning, estimation, prioritisation, testing, retrospectives, and release planning. - Good working knowledge of Power BI, including data modelling, Power Query, DAX, report design, and performance optimisation, as a secondary but important capability. - Confident working with data sources such as SQL, ERP extracts, APIs, and files, and shaping data into reliable app, automation, and reporting solutions.
Academic qualification	Bachelor's or Master's degree in information technology, data science or computer science.
Experience (exposure)	8 to 12 years of experience, including experience leading or mentoring technical team members while remaining hands-on in delivery. - Strong practical experience with Power Apps, Power Automate, Dataverse, and Power Platform solution design, deployment, troubleshooting, and support. - Experience working with Agile delivery methods, including user stories, sprint planning, backlog refinement, estimation, acceptance criteria, testing, reviews, retrospectives, and release planning. - Experience managing delivery across Data, Power Apps, and Power BI resources, including workload planning, quality control, documentation, and stakeholder communication. - Good Power BI experience, including Power Query, DAX, semantic models, reporting, and dashboard development, with Power BI treated as a secondary capability to Power Apps leadership. - Experience with Microsoft Dynamics 365 Finance and Operations, SQL, Excel, Salesforce, Azure DevOps, and relevant Microsoft certifications would be beneficial.
Key attributes (critical functional competencies)	- Familiarity with D365 or similar ERP transformation contexts, and the challenges of maintaining app, automation, data, and reporting continuity through change. - Strong leadership and organisational skills, with the ability to align a mixed technical team around priorities, standards, and delivery outcomes while still contributing directly to technical work.

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**Competencies
(fundamental skills and
attitudes)**

- Comfortable working in Agile delivery cycles, balancing sprint commitments, stakeholder needs, technical debt, testing, documentation, and operational support.
 - Strong analytical thinking, able to clarify ambiguous requirements, validate logic, challenge assumptions, and drive accurate outputs.
 - Demonstrated ability to document solutions clearly and build maintainable assets, including versioning, release notes, handover materials, and support procedures.
 - Comfortable collaborating across time zones with stakeholders, technical colleagues, and team members based in India and the UK.
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- Hands-on team leadership, coaching, workload management, and technical delivery.
 - Agile ways of working, including sprint planning, backlog prioritisation, estimation, reviews, retrospectives, testing, and release planning.
 - Self-motivated and able to work with autonomy while keeping stakeholders informed.
 - Effective communication, presentation, and stakeholder management skills.
 - Analysing, organising, prioritising, and planning skills.
 - Sound technical orientation across Power Apps, Power Automate, Dataverse, Power BI, and data integration.

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