



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

We are hiring for **Workday Technical Consultant** in **Halma company**

Location	Business Unit	Report to
Bengaluru	Head Office	Talent Domain Architect

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 ≥ 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 CERTIFIED AS A GREAT PLACE TO WORK.

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

Position Objective (The purpose of role in current business/market scenario)	An enthusiastic, proactive, and detail-oriented Talent Technical Consultant who is also driven by a commitment to continuous learning and development. The role will support the Talent Domain Architect in enhancing, optimising, consulting and maintaining our HRIS landscape at Halma group and our autonomous global list of operating companies.
Responsibilities (KRAs / deliverables / job expectations)	• Design, build, test (UNIT) and support Workday Reports. • Design, build, test (UNIT) and support Workday Integration, primarily EIBs and Cloud Connectors. • Troubleshoot integration, including Studio. • Consult Operating Companies and Group business users on change and enhancement requests. • Assist with business UAT testing on Workday changes and enhancements. • Assist with analysing relevant Workday release changes and assessing the impact on the current configuration.
Critical Success factors (critical / high impact aspects of role)	• Experience in Overall Workday administration and Configuration. • Strong experience in Workday reports. • Good Experience in building and troubleshooting Workday integration, including EIBs and Cloud Connectors. • Desirable experience in Workday Studio or Workday Extend. • Desirable experience in XLST or other programming languages. • Desirable Experience in non-Workday low-code programming.
Academic qualification	• Bachelor's degree preferred or equivalent work experience. • Workday certification a plus.
Experience (exposure)	• 2-5 years of work experience with Workday or other HRIS platform.
Key attributes (critical functional competencies)	• Maintains high level of confidentiality. • Excellent organizational and time management skills and attention to detail. • Process improvement mindset and creative problem solver. • Strong orientation towards continuous learning. • Familiarity with Workday Reporting, Workday Integration.
Competencies (fundamental skills and attitudes)	• Strong and proven analytical and problem-solving mindset. • Excellent communication and stakeholder management skills. • Comfortable working in an autonomous, lean, matrixed business model. • A self-starter working independently and collaboratively. • A strong aptitude to learn and adapt to change.

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