



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

We are hiring for **Power Apps Developer** 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

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| <b>About Halma Company<br/>Fortress</b>                                                 | <p>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.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Position Objective<br/>(The purpose of role in current business/market scenario)</b> | <p>This is a hands-on technical role focused on the design, build, support and continuous improvement of Power Apps and automation solutions. The role will deliver reliable, user-friendly applications that digitise workflows, reduce manual effort and improve operational resilience. It will also support Power BI and data activities, ensuring reporting remains accurate and aligned to business needs as Fortress continues its D365 change journey. The role will work within an Agile delivery environment and contribute to backlog refinement, sprint delivery, testing, documentation and release planning.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Responsibilities (KRAs / deliverables / job expectations)</b>                        | <ul style="list-style-type: none"> <li>• Design, build and support high-quality Power Apps solutions, including Canvas and Model-driven apps, to digitize business processes and improve user experience.</li> <li>• Create and maintain Power Automate flows for approvals, notifications, data movement, exception handling and operational automation.</li> <li>• Gather and clarify requirements with business stakeholders, translating them into practical technical solutions and clear acceptance criteria.</li> <li>• Contribute to Agile ceremonies including backlog refinement, sprint planning, estimation, reviews, retrospectives, testing and release planning.</li> <li>• Follow established Power Platform standards for environment use, solution packaging, permissions, data security, governance and release management.</li> <li>• Support Power BI delivery as a secondary focus, helping to build and maintain reliable dashboards, semantic models, KPIs and reports.</li> <li>• Integrate data from core business systems including D365 F&amp;O, SQL, APIs, Excel, Salesforce and files.</li> <li>• Troubleshoot application, automation, data and reporting issues, identifying root causes and implementing sustainable fixes.</li> <li>• Perform peer reviews and structured testing to improve quality, reliability and maintainability.</li> <li>• Produce and maintain technical documentation, release notes, handover materials and support guides.</li> <li>• Collaborate effectively with IT and business colleagues across India, the UK and other regions.</li> </ul> |
| <b>Critical Success factors<br/>(critical / high impact aspects of role)</b>            | <ul style="list-style-type: none"> <li>• Strong hands-on experience designing, building, troubleshooting and supporting Power Apps, including Canvas and/or Model-driven apps.</li> <li>• Practical knowledge of Power Automate, Dataverse, security and solution lifecycle management.</li> <li>• Ability to independently deliver technical solutions while working effectively within a wider delivery team.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

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|----------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                          | <ul style="list-style-type: none"> <li>• Experience working in Agile delivery environments, including sprint planning, estimation, testing and release activities.</li> <li>• Good working knowledge of Power BI, Power Query, DAX and data modelling as a secondary capability.</li> <li>• Confidence working with data sources such as Data lakes, SQL, ERP data, APIs and files.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Academic qualification</b>                            | <ul style="list-style-type: none"> <li>• Bachelor's or master's degree in information technology, data science, computer science or a related discipline.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Experience (exposure)</b>                             | <ul style="list-style-type: none"> <li>• 3 to 5 years of relevant professional experience delivering business applications, workflow automation or Power Platform solutions.</li> <li>• Strong practical experience with Power Apps, Power Automate, Dataverse and Power Platform solution design, deployment, troubleshooting and support.</li> <li>• Experience working with Agile delivery methods, including user stories, backlog refinement, estimation, acceptance criteria, testing and release planning.</li> <li>• Experience collaborating with business stakeholders to understand requirements and deliver usable, maintainable solutions.</li> <li>• Good Power BI experience, including Power Query, DAX, semantic models, reporting and dashboard development, as a secondary capability.</li> <li>• Experience with Microsoft Dynamics 365 Finance and Operations, SQL, Excel, Salesforce, Azure DevOps and relevant Microsoft certifications would be beneficial.</li> </ul> |
| <b>Key attributes (critical functional competencies)</b> | <ul style="list-style-type: none"> <li>• Strong technical delivery skills, attention to detail and a practical approach to problem solving.</li> <li>• Comfortable working in Agile delivery cycles while balancing sprint commitments, technical debt, testing, documentation and support.</li> <li>• Strong analytical thinking, with the ability to clarify ambiguous requirements, validate logic and challenge assumptions constructively.</li> <li>• Demonstrated ability to document solutions clearly and create maintainable assets, including versioning, release notes and support procedures.</li> <li>• Ability to organize and prioritize work, communicate progress and escalate risks or blockers promptly.</li> <li>• Comfortable collaborating across time zones with stakeholders and technical colleagues based in India and the UK.</li> </ul>                                                                                                                            |
| <b>Competencies (fundamental skills and attitudes)</b>   | <ul style="list-style-type: none"> <li>• Hands-on development, troubleshooting, testing and support of Power Platform solutions.</li> <li>• Agile ways of working, including sprint planning, backlog prioritisation, estimation, reviews, retrospectives, testing, and release planning.</li> <li>• Self-motivated and able to work with autonomy while keeping stakeholders informed.</li> <li>• Effective communication, presentation, and stakeholder management skills.</li> <li>• Analysing, organising, prioritising, and planning skills.</li> <li>• Sound technical orientation across Power Apps, Power Automate, Dataverse, Power BI, and data integration.</li> </ul>                                                                                                                                                                                                                                                                                                              |

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