



KENEOS

Experienced Functional HCM Consultant

About Keneos

Representing the combined strength of over 140 consultants, **Keneos** is a leading provider of effective SAP consulting and solutions. We fuse technical expertise with genuine insight into the demands of various sectors to implement business and technology based solutions.

Four core business units focus on delivering solutions for today's business realities: **Human Capital Management**, **Sustainable Development**, **Customer Life Cycle Management** and **Corporate Finance Management**. All are supported by two business units: **Keneos New Technology** and **Keneos Performance & Risk Management**.

We have offices in four countries, Belgium, Luxembourg, France and Switzerland and a strong community of affiliates. This expands our internationalization.

In order to satisfy the growing demand of our customers, we are currently looking to extend our team!

Job description

We are looking for functional SAP HCM consultants with expertise in Talent Management and/or Time Management, coupled with strong knowledge of Personnel Administration and Organizational Management.

Key responsibilities will include:

- ✦ Providing functional expertise, guidance, and presenting HCM functionalities to clients
- ✦ Analyzing customer business requirements and recommending appropriate solutions
- ✦ Implementing and ensuring delivery of high quality, well documented solutions
- ✦ Helping our customers achieve successful go-lives

Your profile

- ✦ You have 4 or more years' experience with SAP HCM and have been involved in at least 2 full life-cycle implementations (from blueprint to go live)



- ✦ You have strong knowledge of either:
 - Some core Talent Management modules (e-Recruiting, Learning Solution, Compensation Management, Appraisal management, Competencies)
 - Time Management (including time evaluation)
- ✦ You have worked for several customers
- ✦ You have a good overview and understanding of HR business processes
- ✦ You are able to perform technical and functional analyses in order to improve the implementation of SAP HCM solutions
- ✦ Preferably you have a solid technical background although you are now focused on the functional areas
- ✦ You are able to write detailed specifications based on business requirements
- ✦ You can manage the detailed customization in the relevant HCM modules
- ✦ You provide reliable estimates and planning
- ✦ You can play an active role in coordinating delivery with your team members (consultants, testers, key users and technical consultants)
- ✦ You are preferably able to work in either Dutch or French and have a good knowledge of English

Skills:

- ✦ Able to work independently, demonstrate initiative and mobility
- ✦ Positive team player with good communication skills
- ✦ Commercial insight and attitude and very strong customer focus
- ✦ Strong analytical mind, flexible, and result driven
- ✦ Dynamic and proactive
- ✦ Motivated by continuous learning
- ✦ Well organized

What we offer

- ✦ A challenging and interesting job in a well established SAP Consulting company who respects the well-being of its employees
- ✦ 2 weeks, at least, of training per year
- ✦ An attractive salary package (+ monthly bonus)
- ✦ Extra-benefits (company car, insurances, cell phone, laptop, ...)
- ✦ A good work atmosphere within an enthusiastic, dynamic and professional team
- ✦ Team incentives

We are looking forward to get to know you!

Please, feel free to contact us at careers@keneos.com.

