## **Hr System Specialist**

848-z

Locatie Gelderland, Putten https://www.advertentiex.nl/x-1596848-z



Introduction to the jobIn the role of HR System Specialist you will support the EU HR Operation in the area of specific local (EU) HR systems. ASML is the only company in the world offering extreme ultraviolet lithography machines. These machines are indispensable to producing faster, cheaper and more energy-efficient microchips. In a 2021 New York Times article the ASML machines were labeled "the most complicated machines humans have built". Since the ASML machines are an important cornerstone in global mega trends like robotics, big data, AI and IoT, the company is expected to continue its growth in the upcoming years to an annual turnover of 28-35 USD Billion by 2025. In this vibrant and exciting environment it is HR's task to define and execute the companies' people agenda. ASML has embarked on a journey to redesign its overall HR systems landscape, with a strong focus on employee and candidate experience. We have implemented Workday and ServiceNow as global HR solutions, which are complemented by local solutions to cater for local processes. The role will work closely with the HR T& I Europe Manager, who iscovered part time by the PO HR Integrations. Hence the HR Specialist will operate with autonomy and proactiveness in his/her domain. Role and responsibilities The role of HR System specialist will support the EU HR Operation in the area of specific local (EU) systems, not being Workday or ServiceNow. Maintain (local) systems in scope via direct configuration or via 3rd party, actively working with local SME to collect system and process improvement, identify solutions, creating change requests, while ensuring consistency with the total architecture. Ensure monitoring, troubleshooting and incident management as Tier 2-3 for systems in scope and their integrations (functional level), collaborating with internal resources (Technology and insights department, People services, Employee financial services and IT) and 3rd party suppliers. Work with the HR Integration team in relevant functional integrations topics (raise Change requests, testing, deployment) Execute frequently system quality checks, to improve data/info guality and KPI reportingSupport EU / NL HR team with local technology demand, participating as system expert for new projects/initiatives involving new systems / system changes outside the Workday / ServiceNow domain.Support in non Workday/SNOW operational activities related to specific EU initiatives, such as integration adhocs for local applicationsAccess management for systems in scope, using existing process for authorizationsThe systems in scope include the illness management system, the productized integration between Workday and the payroll. It is expected that the role will support with integration topics, hence working closely with the HR Integration teamThe HR system specialist will be part of the global Workday Technology Team, but focusing on Talent Acquisition (globally). Education and experienceA Bachelor degree or higher in a relevant area is preferred.2-4 years of working experience in managing HR systems, as system admin or key userExperience in the area of HR TechnologySkillsWorking at the cutting edge of tech, you'll always have new challenges and new problems to solve - and working together is the only

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