



# Indigenous.Link

Canada's fastest growing Indigenous career portal, Careers.Indigenous.Link is pleased to introduce a new approach to job searching for Indigenous Job Seekers of Canada. Careers.Indigenous.Link brings simplicity, value, and functionality to the world of Canadian online job boards.

Through our partnership with Indigenous.Links Diversity Recruitment Program, we post jobs for Canada's largest corporations and government departments. With our vertical job search engine technology, Indigenous Job Seekers can search thousands of Indigenous-specific jobs in just about every industry, city, province and postal code.

Careers.Indigenous.Link offers the hottest job listings from some of the nation's top employers, and we will continue to add services and enhance functionality ensuring a more effective job search. For example, during a search, job seekers have the ability to roll over any job listing and read a brief description of the position to determine if the job is exactly what they're searching for. This practical feature allows job seekers to only research jobs relevant to their search. By including elements like this, Careers.Indigenous.Link can help reduce the time it takes to find and apply for the best, available jobs.

The team behind Indigenous.Link is dedicated to connecting Indigenous Peoples of Canada with great jobs along with the most time and cost-effective, career-advancing resources. It is our mission to develop and maintain a website where people can go to work!

Contact us to find out more about how to become a Site Sponsor.

Corporate Headquarters:

Toll Free Phone: (866) 225-9067

Toll Free Fax: (877) 825-7564

L9 P23 R4074 HWY 596 - Box 109

Keewatin, ON P0X 1C0

# Job Board Posting



Careers.Indigenous.Link

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## Business System Analyst - SAP HCM

**Job ID** 77433-en\_US-7055

**Web Address**

[https://careers.indigenous.link/viewjob?jobname=77433-en\\_US-7055](https://careers.indigenous.link/viewjob?jobname=77433-en_US-7055)

**Company** Canadian Pacific

**Location** Calgary, AB

**Date Posted** From: 2020-02-13 To: 2050-01-01

### Description

- Req ID: 77433
- Department: Information Services
- Job Type: Full-Time
- Position Type: Non-Union
- Location: Calgary, Alberta
- Country: Canada
- % of Travel: 0-10%
- # of Positions: 1
- Job Available to: Internal & External
- Deadline to apply: 06/16/2020

Canadian Pacific is a transcontinental railway in Canada and the United States with direct links to major ports on the west and east coasts, providing North American customers a competitive rail service with access to key markets in every corner of the globe. CP is growing with its customers, offering a suite of freight transportation services, logistics solutions and supply chain expertise. Visit [cpr.ca](http://cpr.ca) to see the rail advantages of CP. PURPOSE OF POSITION:

- Located in Calgary, reporting to the Manager SAP HCM, the SAP Business Systems Analyst&ndash; HCM will gather requirements, analyze, design, estimate, prioritize, test, implement and maintain the required functionality within SAP HCM in support of business processes and procedures.
- To achieve this you will possess a post-secondary education (degree or diploma) in Computer Science, Engineering or a related field. In addition, you will have a minimum of 3 years working SAP experience, including systems/applications development and support, business systems analysis.
- The Business Systems Analyst is accountable for gathering, understanding and documenting business processes, the requirements and specifications needed to recommend a SAP HCM solution that will enable the organization to achieve its goals.

POSITION ACCOUNTABILITIES: Support

- Supporting CP&rsquo;s SAP ECC 6.0 footprint for Human Capital Management (HCM);

- Create and execute work plan for business analysis activities in the areas of SAP HCM module;
- Logging onto SAP's issue management system, manage problems and change requests related to SAP Human Capital Management (HCM) including documenting resolution information;
- Providing Human Capital Management (HCM) problem resolution assistance and support to various departments for SAP ECC 6.0 footprint;
- Creating and/or updating Human Capital Management (HCM) configuration and business process procedures documentation;
- Analyzing and testing Human Capital Management (HCM) functionality for enhancement and support pack updates in SAP ECC 6.0 versions;
- Managing SAP Online Support System notes and transports in the area of SAP Human Capital Management (HCM);
- Developing detailed test plans and scripts for SAP Human Capital Management (HCM) ; and working with other functional teams to ensure that continued effective integration of SAP, Controlling (CO), Sales and distribution (SD), Plant Maintenance (PM), Human Resources (HR), Project Systems (PS) and Business Intelligence (BI) is achieved.

#### Projects

- Assessing business and application requirements;
- Apply a variety of techniques to elicit and gather business and user requirements from stakeholders. Understand business issues and opportunities. Analyze and define both the "As Is" and "To Be" business processes and perform a gap analysis;
- Coordinate diverse groups who contribute to business requirements and build consensus for requirements across the various user groups;
- Capture and document non-functional requirements that are important to the user community (i.e. usability, learnability, reliability). Liaise with architecture to ensure other non-functional requirements are considered (i.e. security, compatibility, maintainability);
- Driving the development of functional and system specifications;
- Conducting fit/gap analysis and business process modeling;
- Develop diagrams and models (use case, activity diagram, business process models, etc.) and clearly document functional requirements and business rules to describe what the system, process, or product/service must do in order to fulfill the business and user requirements;
- Developing and executing tests to confirm the functionality;
- Support the development of the test strategy and test plans. Ensure traceability of requirements back to business need as well as through to solution and testing. Validate the solution meets the business need and verify it conforms to specifications;
- Creating necessary documentation and delivering knowledge transfer sessions;
- Communicating in a team environment;
- Communicate requirements for changes to business processes, policies and information systems to technical teams designing and implementing the solution. Assist with creating user guides and training.

#### POSITION REQUIREMENTS:

- University Degree in Computer Science, Information Systems, Engineering, Science, Commerce/Business Administration or equivalent practical experience;
- 3+ years of pure Business and Functional Analysis experience with increasing degrees of responsibility;

- Proven strong communication skills - both written and oral - with technical and non-technical staff and with management;
- Excellent understanding of SAP HCM sub module(s) and the integration between various SAP modules;
- Fundamental knowledge of railway operations and processes will be considered as an asset;
- Understanding of the IT organization's processes, systems and capabilities;
- 5+ years of practical experience with using a wide variety of techniques to elicit requirements (i.e. Research, Verbal protocols, Focus groups, Brainstorming, Interviews, Questionnaires, Prototyping, etc.) and in using a variety of models/diagrams/documents to capture, document and interpret requirements;
- Strong problem solving skill-set;
- Good organizational, planning and time management skills;
- Attention to detail and quality;
- Expertise in facilitation, negotiation, gaining consensus and managing conflict of diverse stakeholder groups;
- Appreciation and understanding of how to deal with different cultural values and sensitivities and how to work in a virtual work environment;
- Team player, skilled in working in a highly collaborative manner;
- Ability to manage client expectations and negotiate win-win solutions.

#### WHAT CP HAS TO OFFER:

- Flexible and competitive benefits package
- Competitive company pension plan
- Employee Share Purchase Plan
- Performance Incentive Program
- Annual Fitness Subsidy

**ADDITIONAL INFORMATION:**As an employer with national presence, the possibility does exist that the location of your position may be changed based on organizational requirements. **Background Investigation:**The successful candidate will need to successfully complete the following clearances:

- Criminal history check
- Reference check

**Management Conductor Program:**Becoming a qualified conductor or locomotive engineer is the single best way for a management employee to learn the business at CP. You may be required to obtain a certification or to maintain your current certification/qualification as a conductor or locomotive engineer. CP is an equal opportunity employer committed to the principles of employment equity and inclusion. We welcome applications from all qualified individuals. All applicant information will be managed in accordance with the federal Personal Information Protection and Electronic Documents Act ("PIPEDA").

For more information, visit [Canadian Pacific for Business System Analyst - SAP HCM](#)