



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:

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Job Board Posting



Careers.Indigenous.Link

Date Printed: 2024/04/30

Business Systems Analyst - Hybrid

Job ID 159492-en_US-3958

Web Address

https://careers.indigenous.link/viewjob?jobname=159492-en_US-3958

Company Scotiabank

Location Toronto, ON

Date Posted From: 2022-09-27 To: 2050-01-01

Job Type: Full-time Category: Finance

Description

Requisition ID: 159492

Join a purpose driven winning team, committed to results, in an inclusive and high-performing culture. This is a hybrid position. Hybrid employees can alternate time between both remote and office. Employees in hybrid roles are expected to work from the office and from home with the details to be determined based on business needs. The Team The Global HR Compensation team plays a critical role within Global Human Resources Technology to deliver our Reward Programs for employees. The Role

- Provide highly specialized technical leadership in the analysis, design, development, configuration and support of cost effective, online HR management and decision support systems.
- Formulates and defines systems scope and objectives based on both user needs and understanding of applicable Compensation, Payroll and HR business systems, industry requirements and regulatory requirements (i.e. AML, OSFI, CSOX, PII, etc.).
- The incumbent is responsible for the resolution of complex business problems and must work under tight deadlines, conflicting priorities and changing project requirements. This includes managing multiple small projects, participating in and/or managing specific sections of large projects, and providing ongoing support to all assigned units worldwide (utilising Agile methodologies where applicable).
- Devises or modifies procedures to solve complex business problems. Includes analyzing business and user needs, documenting requirements and translating them into systems requirement specifications.

Some of the Key Accountabilities include:

- Independently resolve complex, multi-faceted problems to meet the business needs, by applying their HR and technological knowledge to the design of methodologies, models, and/or systems solutions. This may involve rapid prototyping, with requirements and solutions developed on an iterative basis that provides interim deliverables until a final production solution is created. This includes conducting research and analysis, accurately and clearly defining user requirements and processes, participating in the reengineering of the HR business process work flows and liaising with the users.

- Manage multiple small HR technology projects and/or manage specific sections of large projects to implement technology solutions to HR business problems. This involves planning and scheduling resources, developing detailed project plans, monitoring progress against planned objectives and securing consensus and co-operation from users and senior management. Ensure each project delivers quality products/functions in a timely manner which meets HR business requirements and provides an enhanced employee experience.
- Participate in the systems implementation process by interpreting business requirements into technical specifications, systems analysis, documenting detailed reporting requirements, configuration of HR vendor software, ensuring integration with existing related HR systems, developing test strategies and test cases, performing testing, defining user procedures and workflows, developing conversion and implementation strategies, verifying conversion, providing user documentation, providing user training, and providing post-implementation support.
- Participate in the review of Quality Assurance (QA) test strategies for assigned projects/initiatives to ensure the planned testing is comprehensive and consistent with the business requirements. Support QA testing by analyzing defects to: (i) provide clarification of business requirements; (ii) provide clarification of technical specifications; (iii) define which defects need to be resolved for implementation; and (iv) negotiate the severity classification of defects with the user.
- Continually acquire and enhance knowledge of Human Resources Information Systems including Compensation, Time & Attendance, and Payroll business strategies and policies, industry best practices and methodologies, regulatory requirements, internal bank processes, and rapidly changing technology to be able to provide effective business solutions and services to the end user business lines.

What You Will Bring to Succeed

- Strong business writing skills, including the ability to select the most appropriate method of communication and to clearly and concisely prepare a variety of business communications, eg. Business Requirements Documents, Functional Specifications, and project implementation / strategy documents.
- Well developed verbal communication skills, with the ability to communicate and articulate the underlying message effectively with different audiences, eg. branch staff, senior management in Information Technology Solutions, internal business clients, and external vendors.
- English Language is required.
- The incumbent must be a creative, self starting, results-oriented, and highly motivated individual with very good technical analytical skills in order to apply this knowledge to independently resolve complex business problems that are multi-dimensional.
- Working knowledge of project planning and project management, with the expectation of developing a thorough knowledge within the first 12 months on the post including Waterfall and Agile Methodologies; Working knowledge of process methodology / mapping (modelling and charting workflows).
- Further, the incumbent must demonstrate leadership skills with very good interpersonal, communication, and negotiation skills in order to build consensus and obtain co-operation from the team, end-users and senior management. These skills, along with the incumbent's good time management and organizational skills, will allow the incumbent to effectively manage small projects, while planning and scheduling resources within those projects to optimize productivity.
- The incumbent must also possess a very good understanding of current Electronic Data

Processing practices, systems development techniques, including requirements specification and testing methodologies, real-time analytical and formal modelling tools, HR systems/processes and keep current with rapidly changing technology.

- A recognized under-graduate degree in human resources, business, information technology or a related discipline, along with 4-6 years of practical experience is required.
- Ability to work effectively as a team member in cross-functional project teams.
- Ability to work independently under the general guidance of the Senior Manager, Compensation.
- Ability to identify and escalate issues to senior management or a project steering committee, as appropriate.
- Experience with SAP SuccessFactors Human Capital Management, Compensation and Variable Compensation Software is considered an asset.

The Workplace

- We are technology partners who help the business transform how our employees around the world work.
- We have an inclusive and collaborative working environment that encourages creativity, curiosity, and celebrates success!
- You'll get to work with and learn from diverse industry leaders, who have hailed from top technology companies around the world.
- We foster an environment of innovation and continuous learning.
- We care about our people, allowing them to design how they work to deliver amazing results.
- We offer a competitive total rewards package, including a performance bonus, company matching programs (on pension & profit sharing), and generous vacation.

Scotiabank As Canada's International Bank, we are a diverse and global team. We speak more than 100 languages with backgrounds from more than 120 countries. We value the unique skills and experiences each individual brings to the Bank and are committed to creating and maintaining an inclusive and accessible environment for everyone. If you require accommodation (including, but not limited to, an accessible interview site, alternate format documents, ASL Interpreter, or Assistive Technology) during the recruitment and selection process, please let our Recruitment team know. If you require technical assistance, please click [here](#). Candidates must apply directly online to be considered for this role. We thank all applicants for their interest in a career at Scotiabank; however, only those candidates who are selected for an interview will be contacted. Is this Role not the Exact fit Sign up to stay in touch; we'll let you know when we have new positions on the team. Scotiabank technology #Location(s): Canada : Ontario : Toronto

Scotiabank is a leading bank in the Americas. Guided by our purpose: "for every future", we help our customers, their families and their communities achieve success through a broad range of advice, products and services, including personal and commercial banking, wealth management and private banking, corporate and investment banking, and capital markets.

At Scotiabank, we value the unique skills and experiences each individual brings to the Bank, and are committed to creating and maintaining an inclusive and accessible environment for everyone. If you require accommodation (including, but not limited to, an accessible interview site, alternate format documents, ASL Interpreter, or Assistive Technology) during the recruitment and selection process, please let our Recruitment team know. If you require technical assistance, please click

here. Candidates must apply directly online to be considered for this role. We thank all applicants for their interest in a career at Scotiabank; however, only those candidates who are selected for an interview will be contacted.

For more information, visit [Scotiabank for Business Systems Analyst - Hybrid](#)