

Client HR Tech Lead

Apply Now

Company: Alight

Location: Netherlands

Category: computer-and-mathematical

Position: Client HR Tech Lead

Location: Spain (remote)*

Our story

At Alight, we believe a company's success starts with its people. At our core, we Champion People, help our colleagues Grow with Purpose and true to our name we encourage colleagues to "Be Alight."

Our Values:

Champion People –be empathetic and help create a place where everyone belongs.

Grow with purpose – Be inspired by our higher calling of improving lives.

Be Alight –act with integrity, be real and empower others.

It's why we're so driven to connect passion with purpose. Our team's expertise in human insights and cloud technology gives companies and employees around the world the ability to power confident decisions, for life.

With a comprehensive total rewards package, continuing education and training, and tremendous potential with a growing global organization, Alight is the perfect place to put your passion to work.

Join our team if you Champion People, want to Grow with Purpose through acting with integrity and if you embody the meaning of Be Alight.

Learn more at careers.alight.com.

THE ROLE

Client HR Tech Lead is responsible for overseeing the end-to-end technical landscape of Alight Global Payroll clients. They will collaborate closely with clients to understand their specific needs and requirements within the contracted HR Tech landscape, providing expert guidance and support in optimizing HR technology solutions that align with their business objectives and HR transformation journey. Additionally, the Client HR Tech Lead will stay updated on Alight product upgrades and best practices, proactively identifying opportunities for innovation and improvement within the client's technical ecosystem. Client HR Tech Lead is expected to assist the Client Service Lead (formerly Service Delivery Manager) with HR Tech topics in order to improve the client's perception of Alight as an HR technology partner and improve Alight's technical delivery excellence.

RESPONSIBILITIES

Enabling e2e HR technology expertise for clients and best practice guidance within the contracted technology landscape.

Accountability for client technical design after go-live, involving supporting roles if needed: BAU Solution Architects, SPOCs etc. Leading discussions on Alight standard model, global solution design, potential changes and deviations.

Facilitating client-specific analysis and communication about Alight IP product upgrades. Coordination of optional features enablement. Acting as an advocate for increasing client's usage % of the contracted HR technology.

Responsibility for IT cross-client initiatives requiring coordination on account level (e.g., upcoming PCE move).

Accountability for technological health of client service delivery. Second level of escalation for critical technical issues (after ITCSO).

Identifying and supporting opportunities leading to technical CRs.

Moderating client-specific technical design documentation custody and regular updates.

Technical resource requests (CRs, allocation increase).

REQUIREMENTS

The ideal candidate for the Client HR Tech Lead position should possess excellent

communication skills, both written and verbal. They should be able to effectively translate technical concepts to non-technical stakeholders, as well as actively listen and understand the specific needs and requirements of clients. Strong interpersonal skills are also crucial, as they will be collaborating closely with senior client stakeholders and Alight internal organization (Application Services, Products, Account Management, etc). Additionally, the candidate should have a strong knowledge of Alight standard products portfolio (Workday/SuccessFactors/Oracle – hrX – payroll engines, time solutions, etc), including their features, capabilities, and integration best practices. Problem solving mindset and coordination skills are a must.

Flexible Working

So that you can be your best at work and home, we consider flexible working arrangements wherever possible. Alight has been a leader in the flexible workspace and “Top 100 Company for Remote Jobs” 5 years in a row.

Benefits

We offer programs and plans for a healthy mind, body, wallet and life because it’s important our benefits care for the whole person. Options include a variety of health coverage options, wellbeing and support programs, retirement, vacation and sick leave, maternity, paternity & adoption leave, continuing education and training as well as a number of voluntary benefit options.

By applying for a position with Alight, you understand that, should you be made an offer, it will be contingent on your undergoing and successfully completing a background check consistent with Alight’s employment policies. Background checks may include some or all the following based on the nature of the position: SSN/SIN validation, education verification, employment verification, and criminal check, search against global sanctions and government watch lists, credit check, and/or drug test. You will be notified during the hiring process which checks are required by the position.

Our commitment to Diversity and Inclusion

Alight is committed to diversity, equity, and inclusion. We celebrate differences and believe in fostering an environment where everyone feels valued, respected, and supported. We know that diverse teams are stronger, more innovative, and more successful.

At Alight, we welcome and embrace all individuals, regardless of their background, and are dedicated to creating a culture that enables every employee to thrive. Join us in building a brighter, more inclusive future.

Diversity Policy Statement

Alight is an Equal Employment Opportunity employer and does not discriminate against anyone based on sex, race, color, religion, creed, national origin, ancestry, age, physical or mental disability, medical condition, pregnancy, marital or domestic partner status, citizenship, military or veteran status, sexual orientation, gender, gender identity or expression, genetic information, or any other legally protected characteristics or conduct covered by federal, state or local law.

In addition, we take affirmative action to employ and advance in the employment of qualified minorities, women, disabled persons, disabled veterans and other covered veterans.

Alight provides reasonable accommodations to the known limitations of otherwise qualified employees and applicants for employment with disabilities and sincerely held religious beliefs, practices and observances, unless doing so would result in undue hardship.

Applicants for employment may request a reasonable accommodation/modification by contacting his/her recruiter.

Authorization to work in the Employing Country

Applicants for employment in the country in which they are applying (Employing Country) must have work authorization that does not now or in the future require sponsorship of a visa for employment authorization in the Employing Country and with Alight.

Note, this job description does not restrict management's right to assign or reassign duties and responsibilities of this job to other entities; including but not limited to subsidiaries, partners, or purchasers of Alight business units.

#LI-Remote

We offer you a competitive total rewards package, continuing education & training, and tremendous potential with a growing worldwide organization.

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