

## Medior ICT Functional Analyst - HR Applications

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### Medior ICT Functional Analyst - HR Applications

Computer and IT - Leuven | Just now

Are you a skilled ICT professional with a passion for supporting and optimizing HR processes through technology? Join us as an ICT Functional Analyst specializing in HR applications, focusing primarily on SAP SuccessFactors, Cornerstone and Microsoft/SharePoint solutions.

### Medior ICT Functional Analyst - HR Applications

#### About Us

At IMEC, a world-leading research institute in nano-electronics, we combine scientific knowledge with global partnerships in ICT, healthcare, and energy to deliver cutting-edge technology solutions. With a diverse team of over 5000 individuals from 95+ nationalities, including industrial residents and guest researchers, we're committed to creating a better, sustainable future. Headquartered in Leuven, Belgium, we have a presence across the globe, including the Netherlands, Taiwan, the US, China, Japan, and India.

#### Role Overview

As a member of our Corporate Services Team within the ICT organization, you'll play a crucial role in supporting applications for central functions such as finance, procurement, warehouse, and HR. You will primarily concentrate on configuring, maintaining, and improving HR-related solutions, specifically in Learning/Certification, Recruitment, Performance Management, and Document Management. These processes operate within

Cornerstone, ServiceNow, and Microsoft/SharePoint platforms, thereby, your main tasks will revolve around these applications. With ongoing technology and process transformations, including the setup of new entities in multiple countries, your contributions will be instrumental in shaping our HR technology landscape.

### **What will you do**

Translate HR key user requirements into IT solutions aligned with the ICT roadmap, proposing enhancements for existing processes. Collaborate with business counterparts to effectively address IMECs user needs, ensuring their requirements are met through a collaborative partnership.

Serve as the application guardian, responsible for the long-term technical solution of the ICT environment.

Serve as the backlog owner, maintaining the backlog, gathering requirements, translating them into stories, and shepherding them through sprints.

Manage test cycles, validating development work, ensuring technical architecture integrity.

Take ownership of the ongoing support and maintenance of the ICT environment, with a primary focus HR

Acquire knowledge about the semiconductor, research ecosystem and HR processes, aligning HR technology solutions with industry needs.

Drive improvement changes in the HR applications, particularly in Cornerstone, ServiceNow and Microsoft/SharePoint systems.

Resolve tickets that cannot be resolved by other internal or external agents as an L3 support agent.

### **What we do for you**

We offer you the opportunity to join one of the world's premier research centers in nanotechnology at its headquarters in Leuven, Belgium. With your talent, passion and expertise, you'll become part of a team that makes the impossible possible. Together, we shape the technology that will determine the society of tomorrow.

We are and proud of our open, multicultural, and informal working environment with ample possibilities to take initiative and show responsibility. We commit to supporting and

guiding you in this process; not only with words but also with tangible actions. Through y, 'our corporate university', we actively invest in your development to further your technical and personal growth.

We are aware that your valuable contribution makes imec a top player in its field. Your energy and commitment are therefore appreciated by means of a market appropriate salary with many fringe benefits.

### **Who you are**

Bachelor's degree in ICT or a master's degree in (industrial) engineering, TEW, or commercial engineering.

Minimum of 5 years of experience in supporting HR applications, preferably with a focus on Cornerstone and Microsoft/SharePoint.

Knowledge of SAP SuccessFactors is a clear Plus.

Enthusiasm for software development/configuration and a strong desire to learn and innovate.

Proficiency in process design and a strategic mindset for optimizing HR operations.

Comfortable thriving in complex and demanding environments.

Adherence to ICT governance processes and templates.

Excellent communication skills for effective collaboration with internal ICT colleagues and external development partners.

Fluent in English, with knowledge of Dutch considered a definite advantage.

### **Who we are**

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### **imec's cleanroom**

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