The Nevada System of Higher Education Position Announcement For Workday Business Intelligence Developer

The Nevada System of Higher Education (NSHE) invites applications and nominations for the position of Workday Business Intelligence Developer. This is a renewable, full-time, non-tenured, administrative position and reports to the iNtegrate2 Technical Team Lead. The position will be located in Reno or Las Vegas, Nevada. The NSHE is comprised of eight institutions: two universities, a state college, four community colleges and a research institute. The public system of higher education in Nevada continues to experience growth with significant challenges and opportunities in serving over 100,000 students and 12,000 employees.

This is a new position to support the NSHE iNtegrate2 Project implementation and continuing support of Workday’s cloud-based administrative solution that will create a unified Human Resources, Payroll, and Financial Management system for the Nevada System of Higher Education.

SALARY RANGE: 6

APPROXIMATE STARTING DATE: May 1, 2016

MINIMUM QUALIFICATIONS: Successful candidates must have an earned Bachelor’s degree in Information Systems or a related field with three years of directly applicable experience. Alternatively, ten or more years of direct experience in Enterprise Resource Planning (ERP) systems (PeopleSoft, SAP, Oracle, Salesforce, NetSuite, Taleo, or other SaaS and On-Premise ERP systems) and at least two years of formal education or training in a related field may be substituted for a Bachelor’s degree.

KNOWLEDGE, SKILLS, AND ABILITIES: Successful candidates must possess the following knowledge, skills and abilities. It is recommended that applicants for this position address each of the following items in the letter of application:

Required Skills:
• Strong analysis and ability to creatively solve complex problems
• Excellent verbal and written communication skills
• Strong interpersonal skills and tact
• Ability to function in a team
• Ability to understand the technical aspects of the information technology services provided by SCS
• Ability to understand SCS resources and procedures

Preferred Skills:
• 5+ years developing reporting solutions with ERP software
• 5+ years Human Resource, Payroll or Financial software application experience
• 5+ Years Business Intelligence reporting experience
• 5+ Years Data warehousing experience and/or Big Data
• EDI, Web Services, XML, XSLT, Java experience
• PeopleSoft, SAP, Oracle OBIEE, Salesforce, NetSuite, Taleo, or other SaaS and On-Premise ERP systems and reporting.

The successful candidate must have the ability and interest to learn new techniques, tools and methodologies.
RESPONSIBILITIES: The major purpose of this position is to contribute to the iNtegrate2 project implementation including Human Capital Management and Financial Management. The position’s role will include:

• **Design and Analysis** - Gather functional requirements and maintain documentation for managing analytics reports. Design timely and accurate dashboards, reports, presentations and visual aids used to educate, inform and influence the decisions of HR/Finance and business leaders within NSHE. Analyze existing production reporting and programming logic to provide more efficient operations or to identify difficulties. Revise logic and procedures involved, as necessary. Identify the data model and security requirements including role based permissions for HR reporting solution and activities. Provide necessary statutory and legally required reports globally as mandated by government agencies, state agencies and/or work councils.

• **Develop, Test and Evaluate Reports, Dashboards and Big Data datasets** - Sufficient documentation will enable continued support of the application and reporting efforts. Accurate, efficient, understandable and easy to use applications impact the productivity, efficiency and accuracy of NSHE member institutions’ business practices. Test and support reports, dashboards and data models. Consult with HR and Financial team members and other business partners of the effective processing of HR and Financial transactions in order to meet reporting needs.

• **Communication** - Communicate with SCS colleagues and with campus customers throughout the processes of creating and maintaining reports, dashboards and data. Communication with customers is essential in designing an application and assessing its success. Communication with the SCS programming, operations, systems and customer services staff is essential in forging the team support required for successful service to customers. For customer satisfaction and productivity, it is essential to understand the NSHE customers’ business processes and goals and how available IT applications can facilitate those processes and goals.

• **Reporting Expert to Campuses** - Serve as analytics and reporting subject matter expert on major HR and Financial programs/initiatives, working collaboratively with the Technical Team Lead as well as leaders in HR and Financials departments. Work with campuses to discuss reporting needs and look for new reports to help campuses make better and more informed decisions.

TO APPLY: The application process will be handled through the Consensus Search on-line search process. Application materials must include a current resume, detailed cover letter, and names, addresses, and telephone numbers of four professional references willing to be contacted. Applicants should fully describe qualifications and experience, since the initial review will serve to evaluate applicants based on documented, relevant qualifications and professional work experience. The review of materials will begin immediately. Materials should be addressed to Lori Mandracchio, Search Coordinator, and are to be submitted via on-line application at [http://system.nevada.edu/Careers/index.htm](http://system.nevada.edu/Careers/index.htm). For assistance with NSHE’s on-line applicant portal, contact Lori Mandracchio at (702) 889-8426 or lori_mandracchio@nshe.nevada.edu.

APPLICATION DEADLINE: Applications may be submitted until the position is filled, however, to ensure full consideration, preference will be given to application submitted by April 3, 2016.

For more information about the Nevada System of Higher Education, please visit our website at [www.nevada.edu](http://www.nevada.edu). The Nevada System of Higher Education hires only United States citizens and aliens lawfully authorized to work in the U.S. The NSHE is an affirmative action, equal opportunity employer and does not discriminate on the basis of race, color, religion, sex, age, creed, national origin, veteran status, physical or mental disability, genetic information, sexual orientation, gender identity, or gender expression.