**Job Profile**

**Job Title: Senior Application Analyst – Applications HR and Finance**

**Job Grade: Level 4 Zone 2**

**Salary Range: £41,952 to £48,663**

**About Camden**

‘Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. Because, we’re not just home to UK’s fast-growing economy. We’re home to the most important conversations happening today. And we’re making radical social change a reality, so that nobody gets left behind. Here’s where you can help decide a better future for us all.

Camden Council are looking to invest in a talented Senior Applications Analyst who can demonstrate a balanced mix of technical and business skills with a passion to drive service improvement and enhance application and data integration.

Working in Digital and Data Services means you will join a diverse and ambitious team helping to make the borough a better place for all. This role will be key in supporting services across the council including HR and Payroll as part of their Oracle Cloud HCM Solution.

**About the role**

The role of the Senior Applications Analyst is to provide techno-functional support and documentation for HR and Finance applications and its modules; support the configuration; scripting implementation and maintenance of a defined set of business applications using quality support methods and standards. This role also requires undertaking project work as and when required.

A Senior Applications Analyst will provide 2nd and 3rd line support and resolution of any operational issues.

**Example outcomes or objectives that this role will deliver:**

* To lead third-line support for resolving application issues that the first line support has been unable to resolve
* To provide on-going support of business applications in order to maintain their reliability and business benefits
* To analyse, define, configure and implement interfaces between business applications to provide integrated solutions of Council Systems
* To specify, implement, install and configure new third party line of business applications to ensure that the solutions meet the needs of the service area, liaising with project managers and suppliers where necessary
* Install, configure and test software upgrades

**About you**

* At least two years’ experience providing techno-functional support for HR and Finance Systems, in particular core Oracle Cloud HCM and Payroll. However, candidates who have Oracle EBS experience will also be considered.
* Experience of application management, support, change management and its practical application in a large organisation.
* Experience in a system administrator role supporting Oracle Cloud HCM(or EBS), in particular, payroll processing and self-service including support to professional users, and self-service managers and employees.
* Knowledge of HR and Finance Systems and integration with other Council/3rd party systems and government portal. i.e. i-Connect, HMRC etc.
* Sound knowledge with BI Publisher and OTBI reporting and security surrounding within is an advantage but not essential.
* Experience of writing and dealing with SQL related routines and queries using relevant database tools, i.e. HDL is advantageous but not essential.
* Sound understanding and the ability to handle HRMS element formulae.
* Understanding of the role of HR in supporting organisational change and development to achieve improvements at both service and corporate levels.
* An understanding of good IT practice and procedures in relation to the support of cloud solutions, networks, operating systems and upgrade.
* Experience of resourcing software – e.g. Taleo, Oracle Recruiting Cloud.
* Knowledge of legislation relating to financial controls and associated systems and ability to interpret and implement legislation in a controlled environment.
* The ability to manage customer expectations and ensure effective communications with colleagues and customers. The ability to work under pressure and out of hours to meet tight deadlines.
* Is familiar with the security standards and all relevant legislation that affects security within the defined scope of authority.

**Work Environment:**

Office based (Remote Working During COVID-19)

**People Management Responsibilities:**

The Senior Application Analyst has responsibility of managing up to 4 staff

**Relationships:**

To be responsible for providing application support to a number teams in Corporate Services, other departments and end users. Also, liaise with 3rd party suppliers of applications and business partners.

This post will report into Applications Support Manager

**Over to you**

We’re ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we’re supporting people, and we’ll redefine what a career can be. If that sounds good to you, we’d love to talk

**Is this role Politically Restricted?**

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](http://camdocs.camden.gov.uk/HPRMWebDrawer/Record/8081811/file/document?inline).

**Diversity & Inclusion**

At Camden, we value and celebrate difference and encourage diversity in all respects. Our diverse workforce ensures we represent our communities to the best of our ability and enables us to make better decisions. Because of this, we particularly welcome applications from Black, Asian and other ethnic groups, those who identify as LGBT+, neurodiverse and disabled people. Click [Diversity and Inclusion](https://camdengov.referrals.selectminds.com/togetherwearecamden/info/page2) for more information on our commitment.

**Agile working**

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships, we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn’t.

At Camden we are proud to be one of Hire Me My Way’s inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK (www.HireMeMyWay.org.uk). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

**Asking for Adjustments**

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at resourcing@camden.gov.uk or post to 5 Pancras Square, London, N1C 4AG,