

Job Opening

Company: Robert Half International Inc

Position: Sr. PeopleSoft Business Systems Analyst

Company contact: Roy Cook (roy.cook@rhi.com)

Job type: Systems Analyst

Job description:

As part of Robert Half International's corporate service center Field Accounting department, the Senior Business Analyst will manage the complete business and functional project lifecycle including requirements through post-production support. The Sr. BSA will provide analysis, functional design solutions, user acceptance testing, and training in HCM modules (HR, Payroll, Benefits, Time & Labor 8.4 or higher). Identify, gather and analyze business issues and requirements. Perform fit-gap analysis based on user requirements. Interact and communicate with customers of varying levels of technical and business expertise. Author and own business requirement documents. Create use-cases and work flows. Design complex process flow diagrams or flow charts that demonstrate business process flows. Perform analysis of quantitative and qualitative data derived from internal and external sources.

Functional Activities:

The Sr. BSA will provide functional support of the PeopleSoft production systems, investigate and resolve complex user issues and queries. Analyze business and system processes and suggest process improvements. Re-engineer and enhance current processes and systems. Act as a subject matter expert in field accounting processes by owning high-level end-to-end processes.

Other responsibilities include project-management of small to medium size field accounting projects. Partner with IT and enterprise projects group to manage large projects. Manage multiple projects/tasks simultaneously.

This position will train and mentor business systems analysts in back-office financials and other field accounting areas.

Qualifications

- Bachelors degree in Accounting, Business, Finance or equivalent
- 7+ years of experience in accounting and financials operations including:
 - 5+ years of requirements gathering and system/process analysis
 - 4+ years of functional/system analyst experience on PeopleSoft or ERP Financials
- 2 years of demonstrated project management or leadership experience is preferred
- Experience with multi-national organizations and systems preferred
- Experience with MS Office, MS Visio, MS Project, MS Access
- Knowledge of BI or reporting tools and SQL is essential
- Excellent documentation, authoring, and organizational skills
- Excellent written and oral communication skills
- An ability to establish and maintain strong customer relations is essential.

Robert Half International Inc. is an Equal Opportunity Employer.

You may apply for this position online, or by fax, mail or in person.

By fax: Please fax your cover letter and resume to 925.598.8943

By mail: Please mail your cover letter and resume to:

Corporate Staffing

Robert Half International Inc.

4385 Hopyard Rd.

Pleasanton, CA 94588

In person: Please visit us at the above address and request an application from the receptionist. Applications will be accepted Monday – Friday, 8 – 11a.m. and 1 – 5 p.m.

Additional information:

Robert Half International Inc eagerly anticipates their move to Bishop Ranch in 2010. Founded in 1948, Robert Half International Inc. (NYSE symbol: RHI), the world's first and largest specialized staffing firm, is a member of the S&P 500 index and a FORTUNE® 500 company. We are a global leader in professional staffing and consulting services and the parent company of [Protiviti®](#), a leading independent internal audit and business and technology risk consulting firm. For 2008, Robert Half International reported revenues of \$4.6 billion and now has staffing and consulting operations in more than 400 locations worldwide.