Job Details

Reports to: HR Director
Title: HRIS Implementation Lead
Location: Eastpoint
Duration: 9 months, FTC

About Virgin Media:

At Virgin Media, we've got a very different way of looking at the world - and it shows in what we're like as a place to work. We think work should be fun - because fun is what our customers demand from our services. So you'll be joining a bunch of people who are free-spirited, capable of coming up with their own ideas, and given free rein to put their talents to their best use. But besides being all about fun, we're also deadly serious when it comes to putting our customers first! Whether it's TV, mobile, home phone or super-fast broadband services, at Virgin Media Ireland we're 110% focused on making our customers lives easier, richer and a little bit more fun.

It's not a nine-to-five, clock in and tune out sort of place. And there's no corporate mask to put on at the door – you can just be yourself. We're hard working, but in it together. Creating something special. Because let's face it. If you don't love what you do, it's time to do something else. Join us.

About the Role:

This is an exciting opportunity for the right person to lead the implementation of Workday across Virgin Media Ireland and TV3.

Specific Tasks/ Duties:

- Implement Workday using proven project management methodology and tools with particular responsibility for data cleansing and for management of user acceptance testing
- Work with the Liberty Global programme team and internal and external stakeholders to manage detailed aspects of the project implementation plan as assigned
- Oversee and coordinate the local team members including HR, PMO, IT, communications, training and legal
- Prepare and maintain all project documentation, including project briefs, project milestone/task plans and project logs
- Liaise with the Vendor and manage software delivery to the Test and Live Environments.
- Develop Functional Requirements Specifications as required.
- Develop 'As-Is' and 'To-be' business process maps, as required.
- Identify pragmatic solutions to problems as they arise.
- Develop and design the User Training Programme including provision of the User Training Guides.

- Roll out and deliver the User Training Programme, as required
- Work with Functional teams to update human resources processes including performance management, compensation administration, and succession management

The Person:

This is a demanding role that will require strong planning skills and advanced attention to detail. Strong interpersonal skills are a pre-requisite as successful project outcomes will be dependent on strong working relationships across a wide stakeholder base, including, IT Finance, and vendor representatives

- 3 to 5 years project management experience, ideally PMP or Prince2 certification
- 5+ years experience implementing other large or complex systems in Human Resources
- Proven ability to deliver large scale organisational change projects
- Strong technical capability
- Excellent facilitation, communication, presentation and problem solving skills
- Workday system and process knowledge preferred

Join and you'll be part of the Virgin Media family. You can trust us to do the right thing by you. We're a great place to work – and we offer impressive benefits too. Get ready for a generous holiday allowance, contributory pension and of course, discounts on our fantastic mobile, broadband and cable.

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Virgin Media is an equal opportunities employer. Having a diverse workforce is critical to the success of our business.