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| **Job Specification** | | | | | | |
| **Job title** | | | Team Member – Workday | | | |
| **Level** | | | Sr Associate | | | |
| **Line of Service** | | | Advisory-Cyber, Risk & Regulatory-Enterprise Technology Solutions -Workday | | | |
| **Industry (if applicable)** | | |  | | | |
| **Type** | | | Fixed Term Contract Secondment  (enter duration) Permanent – Part-time Permanent – Full- Temp – Part-time  time  Temp – Full-time | |  |  |
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| **About the Job**     Introduction to PwC Service Delivery Center | | | * PricewaterhouseCoopers Service Delivery Centre (Kolkata) Private Limited is a joint venture in India among members of the   PricewaterhouseCoopers Network that will leverage the scale and capabilities of its network. It is a member firm of  PricewaterhouseCoopers International Limited and has its registered office in Kolkata, India   * The Delivery Center will provide a professional an opportunity to work in a dynamic environment where you will have the ability to develop process and quality-based skills | | | |
| **Reporting structure & key relationships**  This should include detail on:   * Line Manager * Number of reports (if applicable) * Priority team relationships * Key client relationships | | | The candidate will report to a KSDC Manager.    The KSDC team works as an extension of our overseas Engagement  Teams and works closely with those teams as well as clients directly. | | | |
| **Job Description**  Main purpose of the job and key background information | | | Cyber, Risk & Regulatory-Enterprise Technology Solutions - Workday provides a broad range of assess and recommend services specific to the Workday related to controls around the financial reporting process, including business process and IT management controls along with multiple services related to security and controls assessment.  The role would primarily be focused on working on Business Process controls for Workday and IT Risk and Controls assessments/audit.    Working as a senior associate, expected to work in a team of 2-5 people for multiple projects in the area of Control Integration (CI) for Workday.  In the space of CI (Control Integration), the various tasks include   * Business Process Controls & IT General Controls design, test & review * Assessing/Recommending financial and operational controls around the Workday application * Control test scripts preparation, documenting the Control Activity Narrative * Reviewing the RACI matrix along with the Control Owners documentation for specific control and documenting test scripts, execution of key reports (custom/standard) * Evaluating risk and designing controls during the implementation of enterprise systems. * Design, implement, and sustain controls during an upgrade or transformation project. * Expected to provide suggestions on improvement of tools and processes once familiar with day-to-day tasks. * Have understanding of Internal controls and compliance and how it relates to the overall audit. | | | |
| **Requirements**  These should include essential & desirable requirements such as:  Level of experience | | | **Knowledge Preferred:**  - Working knowledge of appropriately applying internal control principles and business/technical knowledge including Application Controls, IT General Controls and Financial Reporting Concepts. | | | |
|  |              | Education/qualifications  Industry experience Technical capability  Sales/BD capability  Metrics  Key personal attributes  Consulting experience | | * Demonstrates thorough knowledge of the design, implementation, and/or assessment of controls, including a significant understanding of the systems implementation lifecycle, including configuring and optimizing business process controls and application security. * Demonstrates thorough understanding of business processes related to Workday. * Basic PL/SQL skills will be an added advantage.     **Capability:**   * Demonstrates thorough ability to adapt a work program and practice aid, as well as perform assessments, using PwC's proprietary or other relevant tools to evaluate controls, security, SOD, and potential for optimization. * Demonstrates thorough abilities to identify and address client needs, including developing and sustaining meaningful client relationships and understanding of the client's business. * Demonstrates thorough knowledge of designing and execution of test scripts for Workday Business Process     **Experience:**   * Up to 4 years of experience in the domains mentioned in the Job Description above – Candidates with “Big 4” or equivalent experience would be preferred * Experience of leading 2–3-member teams would be an advantage.   **Education:**  Bachelor’s Degree in Engineering or Management Information Systems or Masters in Computer Applications. Post-graduate certification like CA/MBA etc. Would be an added bonus. | | |