

Recruitment person specification

Post being recruited for: ICT System Officer (Development) – HR

Our Behaviours

These apply to all posts

Respect

Integrity

Flexibility

Person specification

Category	Essential	Desirable (not every post needs desirable requirements)
Experience	Practical experience in programme/project management disciplines and/or quality assurance, preferably relating to ICT development. Experience of delivering ICT processes, procedures and practice. Experience of working flexibly in an environment where strategic change and continuous improvement exist. Experience of working with third parties/vendors Oracle Fusion & HR/Payroll experience is essential	Experience of operating in a number of multi-disciplinary teams working to deliver specific project(s)/ work packages.

Knowledge, skills and understanding	Proven ability to deliver and/or contribute to projects and work streams Present issues effectively and clearly at a variety of forums and have a sound appreciation of the complexity and diversity of Council business. Must be able to present issues effectively and clearly at a variety of forums. Knowledge and understanding of ICT and digital technologies. Experience in complex project / programme management or change Strong working knowledge of Oracle Fusion HR/Payroll	Knowledge of formal project and programme management and reporting methodologies e.g. PRINCE2 An understanding of the political processes within local authorities. Demonstrable influencing and negotiating skills.
Qualifications and training	Qualified to SVQ4 level or equivalent in an appropriate discipline, however, suitable compensating experience in a relevant field would also be appropriate Relevant experience and demonstrated competence may also be considered in place of a degree level qualification	Qualification in programme and/or project management (such as PRINCE2) A degree or an equivalent professional qualification.
Job specific requirements	Experience iTrent or Oracle Oracle Fusion HCM and HR & Payroll	