

Technical HCM Consultant - Security and Fast Formulas

Your tasks

Join our dynamic Information Technology team as a Technical HCM Consultant in the Business Applications department. As Technical HCM Consultant with focus on Security and Fast Formulas, you are an essential part of the Oracle HCM implementation project and subsequent support and operations team. You are responsible for the design, implementation, administration, and optimization of the role and authorization concept within Oracle HCM. Moreover, you develop and maintain fast formulas and create custom reports in Oracle HCM.



Your key responsibilities are:

Security / Roles-based Permissions

- Design security model (roles, access, data policies) in Oracle HCM;
- Assign function/security privileges and entitlements;
- Manage user provisioning, role assignment, onboarding/offboarding;
- Integrate with identity/authentication systems (SSO, IAM);
- Perform SoD (segregation of Duties) analysis and develop mitigation actions;
- Conduct security testing and carry out periodic access reviews, audits, and compliance checks;
- Troubleshoot role/access issues, maintain versioning, and updates.

Fast Formulas Development

- Work closely with Global Process Owners, HR System Operations Specialists, and SMEs to translate business logic into formulas;
- Develop fast formulas for calculations, validations, eligibility, etc.
- Optimize performance and ensure formula efficiency;
- Deploy formulas through development, testing, and flow into production;
- Document formulas, assumptions, test cases, version history;
- Coordinate formula interactions with integrations, data model, and security.

Custom Reporting

- Design, develop, and maintain custom Oracle HCM reporting solutions;
- Work closely with Global Process Owners, HR System Operations Specialists, and SMEs to understand their needs, ensure data accuracy, and translate information into meaningful insights that help decision-making.

Your profile

Job ID

REF92390A

Field of work

Information Technology

Location

Timișoara

Leadership level

Leading Self

Job flexibility

Hybrid Job

Legal Entity

S.C. ContiTech Romania S.R.L.

- Academic degree in computer science, information technology, business informatics, or comparable qualification;
- Experience in Cloud or SaaS deployment cycle, version control;
- Several years of experience in Oracle HCM or comparable HCM solutions (SuccessFactors, Workday);
- Understanding of Core HR processes, configurations, and best practices;
- Very good experience with HCM Security (Job Roles, Abstract Roles, Data Roles, Security Profiles, Role Provisioning Rules);
- Good knowledge of roles and authorization management and segregation of duty (SoD) principles;
- Experience with identity management, SSO, IAM systems;
- Familiarity with SQL / PL/SQL;
- Certifications in Oracle HCM Security are advantageous;
- Experience in writing Oracle HCM fast formulas is advantageous;
- Strong analytical and structural skills;
- Ability to present technical information in a way that is understandable for specialist departments;
- Business fluent in English (written and spoken);
- Self-motivated, solution-oriented, and capable of working in a multicultural, distributed team environment.

Our offer

What we offer:

- **The 13th salary** - Paid once a year, in December;
- **Meal tickets** - With a value of 40 Ron;
- **Hybrid schedule** - Work-life balance is important, so we offer a flexible schedule. Please agree on this with your superior;
- **Private Health Insurance** - Health is the most important, so we offer you a medical subscription through Signal Iduna;
- **Referral bonuses** - We encourage colleagues to refer new candidates to us and, at the same time, to get the chance to receive a bonus;
- **Bookster** - Feed your body and your mind. You can borrow books and you'll receive them at the office;
- **Sports benefits** - It's important to stay active, so we offer you the 7Card;
- **Discounts at our partners** - We collaborate with different vendors, and we receive discounts for various products/ services like rubbers, restaurants, kindergartens, etc;
- **System for Rewarding Improvement Ideas** - We have an internal improvement program (Continental Idea Management) that allows you to come up with ideas and to be honored with an attractive bonus (this is established by the CIM team according to your improvement idea);
- **Happy days** - If you or your child is getting married, or you become a parent, you receive some extra free days;
- **Life events celebration** - If your family is growing, we praise your newborn with a bonus;
- **Unfortunate events** - In case of unhappy events in your life, we support you by offering you free days and financial support (handled on a case-by-case basis);
- **Extra vacation days** - You begin with 22 vacation days/year, and

starting with the 3rd year with us, we offer you 1 more day of vacation and, afterward from 2 to 2 years you'll get one more extra day (the maximum you can achieve is 27);

- **Professional development** - Many opportunities to develop yourself within the company;
- **Diversity and multicultural mindset** - We encourage you to join us no matter who, where, or what you are. We have colleagues from different nations and a variety of languages are spoken in our company.

Ready to drive with Continental? Take the first step and fill in the online application.

About us

Original Equipment Solutions (OESL) is emerging as a stand-alone global leader in the automotive sector, with over 17,000 employees and €2 billion in annual sales. Operating in 15 countries across 35 locations, including technology centers, OESL will build on Continental's rich legacy to deliver high-quality parts to major OEMs and commercial vehicle customers worldwide.

Why Join OESL ?

- **Greater Impact:** Take part in shaping the future of a dynamic organization, with the opportunity to bring ideas to life and reap significant professional rewards.
- **Growth and Innovation:** Work in a fast-moving, environment that encourages innovation and offers opportunities for continuous growth and expanding your skill set.
- **Creative Space:** Experience the entrepreneurial spirit of a start-up culture within a global organization, enjoying both the creative freedom and the responsibility needed to thrive in modern working environments.
- **Tight-Knit Team:** Join a highly collaborative team where individuals have the power to shape their work, make meaningful contributions, and drive collective success.