



t: +44(0)7399 575 082 | e: candidates@frs-online.com | w: <https://FRS-online.com>

Position: **Workday Developer (5+ Yrs Exp)**
Location: **Remote (Pune / Bengaluru), INDIA**
Start: **As Soon As Possible / Immediate Availability preferred**
Employer: **Multi-National Consultancy**
CTC: **Dependent on Experience**
Job Ref: **5157**

Engagement Overview

Our customer is building bidirectional integrations between Workday HCM and the Beeline Vendor Management System (VMS). This is a dedicated, project-focused contract engagement—the consultant will be assigned exclusively to this workstream for the duration of the contract with no other competing priorities. An immediate start is essential. The consultant will work directly with the Head of HR Technology and the Beeline platform administrator and will hand over to the permanent team upon completion of the engagement.

Scope of Work

Inbound to Beeline (from Workday)

- Design and build Workday integrations to push organisational and workforce data into Beeline on a scheduled or event-driven basis.
- Data objects include: cost centre hierarchy, supervisory organisation, position data, worker profile attributes, and job classification.
- Ensure field mapping is aligned with our customer's Workday data model and agreed Beeline configuration standards.
- Implement error handling, reconciliation logging, and alerting for failed or partial loads.

Outbound from Beeline (to Workday)

- Design and build integrations to write contingent worker data from Beeline back into Workday—including worker creation, assignment updates, and termination events.
- Utilise Workday's Create Worker and Create Position APIs to provision contingent workers and positions post-approval in Beeline.
- Ensure outbound payloads conform to Workday Web Services standards and our customer's tenant configuration.
- Coordinate with our customer's HR Technology team to define appropriate business process triggers and inbound handling within Workday.
- Validate data integrity end-to-end and document reconciliation approach for ongoing operational use.



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General Delivery

- Produce functional and technical design documentation for each integration prior to build.
- Execute unit testing, integration testing, and support UAT within MSCI's change management framework.
- Provide a structured knowledge transfer to MSCI's permanent Workday engineer upon their arrival in mid-May, including documentation and a handover walkthrough.
- Participate in regular status check-ins with the Head of HR Technology throughout the engagement.

Required Skills & Experience

- 5+ years of hands-on Workday integration experience with a strong track record of delivering production integrations in complex enterprise environments.
- Deep proficiency in Workday Studio— must be capable of building Studio integrations independently from day one without ramp-up time.
- Demonstrated experience with Workday's Create Worker and Create Position APIs, including handling of the full provisioning sequence and error scenarios.
- Hands-on experience with the full Workday integration toolset: Workday Studio, Core Connectors, EIBs, and Workday Web Services (WWS / SOAP APIs).
- Strong understanding of Workday's data model— contingent workers, positions, organisations, business process framework.
- Proficiency in XSLT transformation for payload mapping and data translation between systems.
- Experience integrating Workday with third-party vendor management or procurement platforms; Beeline-specific experience strongly preferred.
- Proven ability to work independently and offshore, managing delivery against a defined scope with minimal oversight.

Are You or Anyone You Know Interested?

Please express interest by **email to Sanjay using sanjay@frs-online.com** adding the following **Job reference 5157** in the subject-line after providing **required responses to points below:**

1. CV & Contact Details (email, telephone with current city):
2. Availability (earliest start date or current notice period):
3. Current CTC Per Annum:
4. Expected CTC Per Annum: