



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

Role: HRIS Techno / Functional Consultant (iCIMS/Workday) HR Technology
Location: Mumbai - India
Experience: 5+ Years HRIS (Talent Acquisition Systems).
Type: Permanent / Full-time
Employer: Multi-National Consultancy
Salary: Depending on Experience
Job Ref: 5166

HRIS Techno/Functional Consultant (iCIMS/Workday) HR Technology

Your Team Responsibilities

The HRIS Specialist – Talent Acquisition plays a critical technical role within our Customer's HR Technology team, supporting global Talent Acquisition systems and initiatives. This position is responsible for the configuration, enhancement, integration, and optimization of the iCIMS Applicant Tracking System (ATS) and related HR technology platforms.

The role partners closely with HRIS Module Leads, Talent Acquisition stakeholders, technical integration teams, and external vendors to ensure scalable, compliant, and high-performing recruiting technology solutions that enhance both candidate & recruiter experiences globally.

Your Key Responsibilities

- Serve as the primary technical support for Talent Acquisition system initiatives and enhancements responsible for Configure, maintain, and optimize the iCIMS ATS platform, including troubleshooting production issues and implementing system enhancements.
- Manage and resolve incidents and service requests across iCIMS and related integrations, including Workday HCM and third-party systems.
- Partner with integration teams to support APIs, data interfaces, and system connectivity between ATS, HCM, and other enterprise applications.
- Translate business requirements into detailed technical specifications and support end-to-end solution delivery.
- Develop, document, and execute comprehensive testing strategies, including system testing and User Acceptance Testing (UAT).
- Coordinate with iCIMS technical support and Managed Services Providers to resolve technical issues and support system improvements.
- Ensure adherence to HRIS governance, change management, and SDLC processes for all system updates and enhancements.
- Review enhancements and production fixes for downstream system impacts and cross-module dependencies.
- Ensure system security configurations are compliant with Customer standards and global regulatory requirements.
- Communicate system updates, testing plans, root cause analyses, and deployment timelines clearly to stakeholders at all levels.



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- Produce thorough documentation covering requirements, configurations, testing outcomes, and implementation details and managing deliverables across global teams, ensuring project milestones and budget parameters are met.
- Contribute to continuous improvement initiatives supporting Customer's global Talent Acquisition technology strategy.

Requirements

Your Skills and Experience

- Bachelor's degree or equivalent practical experience.
- 5+ years of experience working with HRIS technologies, preferably in Talent Acquisition systems.
- Strong hands-on experience configuring and supporting iCIMS ATS in a global cloud environment.
- Solid knowledge of iCIMS, Workday, system integrations, APIs, reporting, and Digital Adoption Platforms.
- Experience delivering global system implementations, enhancements, and releases.
- Good understanding of SDLC, testing, change management, and production support processes.
- Strong troubleshooting and root cause analysis skills across integrated systems.
- Experience working with cross-functional teams, vendors, and global stakeholders.
- Proven project management and prioritization skills in a fast-paced environment.
- Strong analytical, problem-solving, and decision-making capabilities.
- Excellent communication skills with the ability to translate technical concepts for business users.
- High attention to detail, ownership, and commitment to delivering quality outcomes.

BENEFICIAL / DESIRED ADDITIONAL EXPERIENCE

- Experience with Python scripting for automation, integrations, reporting, and data analysis.
- Exposure to AI, Generative AI, and automation tools to improve business processes and user experience.
- Experience identifying and implementing process improvement opportunities through technology and automation.
- Familiarity with Digital Adoption Platforms, intelligent workflows, and modern HR technology solutions.
- Knowledge of cloud technologies, APIs, and low-code/no-code platforms.
- Demonstrated willingness to learn, adopt, champion emerging tech and solutions

Are You or Anyone You Know Interested?

Please express interest by email to Sanjay using sanjay@frs-online.com adding the following **Job reference 5166** in the subject-line after providing **required responses for points below**:

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