

Sr. Business Systems Analyst, HR IT Business Partnering

Job ID: 201811-128740

Job Function

IT Business Process Analysis

Location

South San Francisco
California
United States of America

Schedule

Full time

Job type

Regular

Company/Division

Pharmaceuticals

Job Level

Individual contributor

The Position

Role:

The HR IT Solution Owner (Business Partner) position is part of a Pharma Informatics team in SSF that is responsible for providing IT Services to Genentech's Corporate Functions. Genentech's Corporate Function IT organization interfaces with Legal, Health Care and Compliance, Site Services, Corporate Relations and HR in SSF and specifically, this position will be focused on closely partnering with business stakeholders and Informatics colleagues to deliver the IT Service to the HR organization.

Key Responsibilities:

- Collaborate with the business stakeholders to design, deliver and maintain the affiliate multi-year digitally-enabled portfolio and technology roadmaps
- Own the process of end to end delivery of defining, managing, implementing and supporting solutions
- Direct partners/vendors in the delivery of IT services and solutions that align with business needs
- Bring awareness of new technologies and products to business stakeholders and incorporate in to the capability and technology roadmaps as applicable
- Interface with Architects, Technical Leads and Developers to drive technical solutions, estimate work efforts, define milestones and manage resources
- Track progress, resolve dependencies, evaluate risks and communicate status to management and business stakeholders

- Influence and drive the team to achieve business objectives by aggressively driving solution delivery

Qualification:

- BA or BS technology or business management, Master's degree in technology or business management plus.
- 8+ years of experience in IT Business Systems Analysis, HR Applications
- Previous experience of Product Owner is a plus
- Experience in managing HR solutions for medium sized organization is preferred
- Business partnership, domain experience, roadmap and strategy, managing and deliver solution
- A passion for digital innovation and commitment to superb client experience
- Self-starter with outstanding organizational skills and ability to manage/track multiple deliveries going on all at once along with curiosity to continually reevaluate existing designs
- Proven track record in IT roles involving business partnership, project management, directly or indirectly managing/leading teams, projects, programs or directing the allocation of resources
- Excellent executive level influencing skills, with demonstrated ability to work collaboratively and effectively with business partners, IT teams (PM's, Tech and Business Analysts) and external services providers
- Ability to challenge conventional wisdom regarding technology refreshes and is able to communicate complex messages and trade-offs and tell a compelling story
- Strong organizational, planning and financial management skills
- Good knowledge of LEAN/KANBAN/SCRUM software development methodologies

Who We Are

A member of the Roche Group, Genentech has been at the forefront of the biotechnology industry for more than 40 years, using human genetic information to develop novel medicines for serious and life-threatening diseases. Genentech has multiple therapies on the market for cancer & other serious illnesses. Please take this opportunity to learn about Genentech where we believe that our employees are our most important asset & are dedicated to remaining a great place to work.

Genentech is an equal opportunity employer & prohibits unlawful discrimination based on race, color, religion, gender, sexual orientation, gender identity/expression, national origin/ancestry, age, disability, marital & veteran status. For more information about equal employment opportunity, visit our [Genentech Careers page](#).