



Microsoft Dynamics 365 Human Resources Functional Consultant

WHO is HSO ProServ?

HSO ProServ is the premier provider of Microsoft Dynamics 365 cloud solutions for professional services firms and other project-driven businesses for the past 20 years. We are an 11-time Microsoft Partner of the Year and a proud member of Microsoft's elite Inner Circle representing the top 1% of Microsoft Partners worldwide.

WHY should you join us?

- We are offering a full-time position as a **D365 Functional Consultant – HR/Benefits** with a competitive salary and benefit package.
- You will work for an Eleven-time Microsoft Partner of the Year award winner.
- We are on the forefront of new technologies and engage directly with the Microsoft engineering team.
- You will be working with a long tenured, highly experienced, collaborative, supportive, and a fun goal-oriented team.
- You will be part of one of the largest resource pools of any Microsoft D365 partner – bringing local expertise combined with global reach.
- We are 100% dedicated to Microsoft Dynamics 365 and the Power Platform; we have no other lines of business or competing priorities.
- You will be taking part in an exciting work environment with some of the best and most experienced Dynamics 365 Functional and Technical Consultants in the business.

WHAT do we need?

As a Dynamics 365 for HR Functional Consultant, you will be responsible for delivery and execution of project tasks designed to implement Microsoft Dynamics 365 solution. Functional consultants will take client requirement and configure and build out the business processes through working sessions with the client. They also collaborate with team members to facilitate a thorough and accurate implementation to effectively meet clients' business requirements. This client-facing role prefers experience with Microsoft Dynamics 365 for Human Resources or Microsoft Dynamics 365 Finance and Operations Human Resources module solution knowledge or knowledge of other Human Resource applications and excellent interpersonal/communication skills. You must be client-focused, team oriented with exceptional organizational skills. Successful Implementation candidates will demonstrate a dedicated focus to clients. More specifically, the ability to establish immediate rapport and connection, quickly understand clients' needs, and tactfully address challenges and concerns while driving the implementation forward.

Requirements:

Minimum Requirements

- 2 years' experience in HR in a client-facing position or prior implementation experience with HR software.
- Experience participating in requirements gathering process for HR systems.

- Knowledge of human capital software, preferably knowledge of Microsoft Dynamics 365 Human Resources.
- Knowledge of Timesheets or project functionality, preferably knowledge of Microsoft Dynamics D365 for Finance and Operations.
- Advanced Excel Skills (Functions, VLOOKUP, Macros)
- Bachelor's Degree in HR, business or technology w/ HR focus or equivalent experience.
- Prior consulting experience with HR and/or Benefits.
- Human Resource experience with understanding of all aspects of HR compliance and best practices.
- Working knowledge of at least one software development methodology.

Responsibilities:

- Transitioning new clients from their existing human capital management software to Microsoft Dynamics 365 Human Resource application.
- Establish a strong working relationship with each client based on clear expectation-setting and mutual trust building. Ensure clients' requirements are defined clearly and understood by the entire project team.
- Creating functional requirements for business process change and integration components of implementations.
- HR application configuration, training, testing and deployment activities.
- Planning and executing data conversion activities.
- Driving test planning and execution
- Driving process re-engineering and implementation of process change.
- Proactively consult clients on best practices and necessary system and process changes to achieve implementation milestones and goals.
- Investigate, analyze, and recommend solutions for clients' issues; collaborate with Implementation leadership and Technical staff.
- Conduct telephone/web-based and/or face-face sessions with clients.

Professional Skills:

- Results oriented.
- Strong client interface and presentation skills.
- Strategic thinker and problem solver.
- Strong communication and interpersonal skills.
- Manages customer expectations effectively.
- Passion for learning.
- Demonstrated organizational and time management skills.
- Flexibility in scheduling to meet client needs in multiple time zones.
- Ability to work efficiently and effectively on project teams.

Travel: 25%-50% post Covid-19

Location: Anywhere in the US with good access to air transportation

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