



HR Information Systems, Data & Analytics Lead

St. Louis, MO



Human Resource/IT Role

Company:

[ESCO Technologies, Inc.](#), (NYSE: ESE) an innovative, global provider of highly engineered products and solutions across aerospace and defense, shielding and testing, and utility solutions markets, seeks a motivated, driven, world-class HR Information Systems, Data & Analytics Lead. Based at global headquarters in St. Louis, Missouri and reporting directly to the Chief Human Resources Officer, this high-profile role will have immediate-term responsibility to lead the global HRIS and managed US payroll system implementation including process harmonization and automation, system design, data conversion, training, and implementation working with a wide array of internal and external stakeholders including the chosen vendor's implementation team.

Position Summary:

The successful candidate will own and evolve the HRIS, analytics, and reporting strategy and operations with an equal balance of visionary and hands-on work. Post-implementation, this role will also lead and innovate data analytics to develop insights and strategies for operational and business initiatives that drive company growth. In addition, the individual will also lead the integration of acquired companies into the ESCO HRIS landscape to ensure seamless transition for employees.

Job Description:

Leadership

- On an ongoing basis, strategically own, manage, evaluate, steward, and oversee ESCO's portfolio of Human Resources Information Systems (HRIS) globally and collaborate with CHRO to develop a 3-year HR process and technology roadmap
- Lead through influence the Core project team of diverse internal and external stakeholders to drive process harmonization across 9 global subsidiaries and corporate office to successfully implement a single global HRIS and US managed payroll services system by 1/1/2024,
- Collaborate with internal HR, finance, and business leaders globally to define system requirements and work with external vendors in an agile and human-centered design manner
- Closely manage and monitor project milestones through a simple, transparent, and clear project plan to govern successful project implementation
- Regularly report to executive and senior leadership on project progress and highlight any critical decisions to be made
- Articulate and execute the training strategy and framework to meet various end-user needs (directly and via a train-the-trainer approach)

Process

- Develop simple yet clear data standards and deploy automation tools to obtain and process data from different sources during and especially post- global HRIS project implementation
- Oversee employee data management processes to ensure that data is secure and maintained consistent with company policies and privacy regulations and required reporting and filings
- In collaboration with subject matter expert colleagues and business representatives, steward the deployment and administration of operational processes used to deliver HR programs and projects/initiatives like compensation, benefits, performance management, etc.
- Ensure data is accurately processed and maintained according to organizational rules and applicable regulations leveraging a defined set of audit processes and reports
- Develop scalable methodologies and tools to optimize HR efficiency and streamline as appropriate core HR processes that comprise the employment life-cycle

Technical

- Establish the longer-term governance model and operating structure for major system enhancements and critical business decisions that may impact the technology stack
- Construct data sets to analyze, inform, identify trends, and support business stakeholder decision-making
- Directly or via third-party vendor/partner, configure HR systems to meet ongoing business needs and generate report capabilities to support HR functions including compensation, compliance, performance management, and workforce analytics
- Post-implementation, provide leadership, innovation, and oversight for data analytics operations to develop insights and strategies for operational and business initiatives

Qualifications:

- Extensive strategic and operational experience with ERP and HR systems and processes
- Outstanding negotiating, influence, communication, collaboration, and relationship skills to expeditiously drive win-win scenarios for subsidiary and corporate HR professionals and employees specifically and managers broadly
- Excellent balance of HR functional and technical skills preferably in a global environment
- Strong foundation of data structures and how they interact and integrate with related downstream systems and structures
- General breadth of understanding of core HR processes including employee classifications, compensation, benefits, and talent management
- Solid yet simple project management skills to ensure global HRIS project and stakeholders are on track and for ongoing projects/implementations in the space
- Ability to define and/or pull complex reports from a multitude of integrated and disparate data sources leveraging sophisticated data warehousing tools and/or external resources and to create clear narratives and insights derived from that data
- Payroll and time management knowledge and vendor management experience a significant plus
- Travel requirements: 15-20% during project; 10% post-implementation
- Bachelor of Science in Business, HR, IT, or related field required; Master's degree preferred
- Lean/Six Sigma process design an advantage
- 10+ years of HR and/or IT experience required

St. Louis:

St. Louis has a lower cost of living than many larger cities and provides affordable, beautiful residential architecture. St. Louis has placed emphasis on the arts and cultural institutions as a way to elevate society, as evidenced by the [special property tax](#) that subsidizes the Metropolitan Zoological Park and Museum District, which includes several of the city's world-class cultural institutions. As a result, most of them are free. Forest Park offers nearly 1,293 acres of land for in-line skating, biking, walking, running, golf, tennis, and other sports and activities and is the home to five of the region's major institutions: the St. Louis Art Museum, the St. Louis Zoo (free to public!), the St. Louis Science Center, the Missouri History Museum, and the Muny Amphitheatre. The Missouri Botanical Garden is a National Historic Landmark and one of the oldest botanical gardens in the United States. And we can't forget to mention baseball in St. Louis is a traditional family affair.

Email resume to:

escohiremployment@escotechnologies.com

ESCO is an equal opportunity employer and all qualified applications will receive consideration for employment without regard to the applicant's race, color, religion, sex, age, national origin, status as a protected veteran, disability, genetic information, or any other characteristic protected by applicable law.