



Company Details Confidential



#JOB-2416137



Co. Dublin,



No of positions : 1



Paid Position



40 hours per week



Negotiable



13/10/2025



10/11/2025

How to apply

Application Method :

Not available



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online



Solution Architect- HRIS

Application Details

In order to work in Ireland a non-EEA National, unless they are exempted, must hold a valid employment permit. Please review the [Eligibility and requirements for an employment permit](#) if you are unsure of your eligibility to apply for this vacancy.

Job Description

Total Experience: 10 years, Relevant Experience: 6 to 7 years

Job Description:

To lead the end to end solution architecture for two strategic HR initiatives:

EU Transparency – Benifex: implement and integrate Benifex to support compliant, scalable EU pay/benefits transparency and employee benefits experiences.

HiredScore: implement AI assisted talent matching and candidate discovery, fully integrated with our HR ecosystem (e.g. Workday HCM and Paradox), with privacy, security and responsible AI guardrails.

Own the architecture for Benifex and HiredScore: functional, integration, data, security, and operational views; ensure alignment with adjacent HR platforms (incl. Workday), identity/SSO and analytics.

Produce and maintain High Level Design, reference diagrams, and a Significant Architectural Decisions (SAD) log required for gate reviews (incl. non functionals, hosting, access, monitoring).

Define integration patterns (APIs/webhooks, eventing, SFTP), data mappings, idempotency/error handling, observability (logging, tracing, alerting).

Embed security and privacy by design: IAM/SSO, least privilege, encryption, vendor controls; lead/coordinate DPIA/PIA inputs (lawful basis, retention, cross border transfers, bias mitigation for AI).

Drive architecture governance through stage gates; manage risks/assumptions/dependencies; support test strategy (integration, performance, security) and operational readiness (runbooks, SLOs/SLIs).

Act as technical counterpart to vendors (Benifex, HiredScore); partner with HR (Rewards and TA), Legal/Privacy, Security, Data and Analytics, Service/Operations, Enterprise Architect.

Support Problem/Incident management post go live to reduce repeat defects and continuously improve resilience and performance• Approved high-level design and reference architecture (with diagrams) for both solutions.

Integration design specs (interfaces, mappings, non functionals, monitoring).

Security and Privacy architecture (DPIA/PIA inputs, access model, data protection).

SAD log and gate review packages; operational readiness artifacts (runbooks, support model, SLOs/SLIs).

Mandatory skills:

7+ years in Solution Architecture, incl. 3+ years across HR tech (benefits, recruiting, or HRIS integrations).

Proven integration architecture with HR platforms (preferably Workday HCM, Paradox): REST/SOAP, eventing, SFTP, middleware (e.g. Azure Integration Services).

Demonstrated security/privacy design in enterprise contexts (GDPR, RBAC/ABAC, auditability) and experience documenting these in HLDs.

Ability to review/sign off functional and technical specs; strong vendor and stakeholder leadership across HR/IT/Security/Privacy.

Desired skills:

Experience with Benifex and/or HiredScore (or similar benefits/HR recruiting platforms).

Certifications: TOGAF (or equivalent), Azure (e.g., AZ 305/AI 900), Workday Integration.

Domain (Industry): Manufacturing

- This vacancy is suitable for Remote/Blended working
- **Sector:** information and communication

Career Level

- Managerial

Candidate Requirements

(Essential)

- **Minimum Experienced Required (Years):** 8
- **Minimum Qualification:** No Qualification

(Desirable)

- **Ability Skills:** Skilled Trade(s), Technical IT
- **Competency Skills:** Teamwork, Time Management, Working on own Initiative