



Irish Wheelchair Association 1



#JOB-2443323

IRISH WHEELCHAIR ASSOCIATION, Arás



Chuchaláinn, Blackheath Drive, Clontarf, D03
AW62



No of positions : 1



Paid Position



39 hours per week



Competitive



16/04/2026



14/05/2026

How to apply

Application Method :

Please apply to the vacancy by the following means:

Email : jobs@iwa.ie



Open your camera
app & point here
to view this ad
online



ICT Business Applications SAP Specialist

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

The primary purpose of this role:

Further develop IWA's SAP SuccessFactors solution which includes Employee Central and Learning currently.

Project delivery of IWA's Payroll solution and potentially further modules of SuccessFactors.

Working closely with our Business Applications team to enhance integration between SuccessFactors and our other internal systems.

Liasion

This role reports to the Business Applications Manager but will also need to develop and maintain close and effective working relationships with:

Other members of the Business Applications Team and greater ICT team.

Close working relationship with Cyber Security and Data Protection.

Project Managers and key stakeholders such as HR, Learning and Development, Payroll, Finance, and Rostering/Time & Attendance teams on a variety of projects.

External vendors, contractors, and technology partners.

Main Duties and Responsibilities

The 'Business Applications Analyst duties include but are not limited to:

Perform hands-on configuration and maintenance of SuccessFactors Employee Central (EC), Employee Central Payroll (ECP), and Learning modules.

Support business process changes by updating workflows, business rules, data models, and configuration settings.

Configure payroll-related settings in ECP, including wage types, schemas, and payroll rules.

Troubleshoot system issues and coordinate with SuccessFactors support as needed.

Assist with testing, data validation, and release management during system updates.

Document configuration changes, engage with change approval process and maintain system configuration logs.

Collaborate with the greater ICT team to support ongoing system enhancements.

PERSON SPECIFICATION

Training, Experience and Qualifications

Computer Science Degree or equivalent.

2–4 years of hands-on experience configuring SAP SuccessFactors ECP, EC, and/or Learning.

Strong understanding of ECP data models, workflows, and business rules.

Experience with payroll configuration and understanding of payroll processes from a functional and technical aspect desirable.

Familiarity with EC and LMS administration and configuration.

Proficient in using Admin Center, Provisioning (if applicable), and Integration Center.

SAP SuccessFactors certifications in at least one of the following: ECP, EC, or Learning

Strong attention to detail and problem-solving skills.

Knowledge and Skills

The ideal candidate would have

Experience of HR, Payroll and/or learning business processes.

Experience with role-based access permissions.

Experience of creating and maintaining workflow configuration and business rules.

Some experience of scheduling, rostering, Time Off and Time Sheet configuration.

Knowledge of AP CPI or other integration tools.

Good understanding of SAP SuccessFactors reporting tools.

- This vacancy is suitable for Remote/Blended working
- **Sector:** human health and social work activities

Career Level

- Experienced [Non-Managerial]