

PR/160908 | Intergration Consultant / Technical Consultant - HR Technology

Job Information

Recruiter
JAC Recruitment Malaysia

Job ID
1607163

Industry
Other (Recruitment Services)

Job Type
Permanent Full-time

Location
Malaysia

Salary
Negotiable, based on experience

Refreshed
November 17th, 2026 02:00

General Requirements

Minimum Experience Level
Over 6 years

Career Level
Mid Career

Minimum English Level
Business Level

Minimum Japanese Level
None

Minimum Education Level
Associate Degree/Diploma

Visa Status
No permission to work in Japan required

Job Description

COMPANY OVERVIEW

A leading provider of cloud-based HRMS, payroll, and workforce management solutions is seeking an **Integration Consultant / Technical Consultant** to drive the successful implementation and integration of enterprise HR and payroll systems. This role will be responsible for requirements gathering, solution design, API integrations, data migration, system testing, and technical consulting throughout the project lifecycle. The successful candidate will work closely with clients and internal stakeholders to deliver scalable integration solutions, ensure seamless system interoperability, and support digital HR transformation initiatives across regional projects.
JOB RESPONSIBILITIES
Client Engagement & Requirements

- Engage with clients to understand business requirements and document integration or system needs and translate business needs into functional and technical specifications
- Support project scoping, gap analysis, and solution design discussions

Integration & Technical Implementation

- Design, develop, and test system-to-system integrations (API-based, middleware, or flat-file)
- Write and maintain SQL queries for data extraction, transformation, and validation
- Use Postman to test and validate API endpoints, inspect responses, and support integration troubleshooting
- Troubleshoot integration issues and work with vendors/internal teams to resolve them
- Document integration specifications, data mappings, and SOPs

Project Delivery

- Collaborate with project managers and functional consultants throughout the implementation lifecycle
- Participate in SIT (System Integration Testing) and UAT (User Acceptance Testing), including test case preparation, execution, and defect tracking
- Manage and track integration-related tasks via project management tools (e.g. Jira, Confluence)
- Ensure deliverables meet quality standards and client expectations within agreed timelines

Post Go-Live Support

- Provide hypercare and post-implementation support for integration-related issues
- Continuously improve integration processes and documentation based on lessons learned

JOB REQUIREMENTS

- Proficiency in SQL (MS SQL Server preferred)
- Able to use Postman for API testing and validation; exposure to middleware tools (e.g. MuleSoft, Dell Boomi, or similar) is a plus
- Experience in requirements gathering, functional documentation, or business analysis
- Strong analytical and problem-solving skills with attention to detail
- Good communication skills — able to engage with both technical and non-technical stakeholders
- Ability to manage multiple tasks and work in a structured, deadline-driven environment

ADVANTAGE / PREFERRED

- Hands-on experience in system integration projects (API, middleware, ETL pipelines)
- Exposure to HRMS, payroll, or ERP systems (e.g. SAP, Oracle HCM, Workday, or equivalent)
- Familiarity with JSON/XML data formats and REST/SOAP APIs
- Experience using Jira and Confluence for project tracking and documentation
- HRMS or payroll domain knowledge is a strong plus

#LI-JACMY
#countrymalaysia

Notice: By submitting an application for this position, you acknowledge and consent to the disclosure of your personal information to the Privacy Policy and Terms and Conditions, for the purpose of recruitment and candidate evaluation.

Privacy Policy Link: https://www.jac-recruitment.my/privacy-policy
Terms and Conditions Link: https://www.jac-recruitment.my/terms-of-use

Company Description