

**Job Role: Associate Consultant (SAP SuccessFactors – HRTA)**

**Location: Malaysia**

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**Job Scope:**

You will undergo an immersive **HR-Tech Academy (HRTA)** program conducted by Rolling Arrays (RA), followed by structured on-the-job training with regular check-ins and assessments.

Upon successful completion of the probation period, you will graduate as an **SAP SuccessFactors HR Technology Consultant**.

To know more about RA's HR-Tech Academy (HRTA) program, please visit: <https://rollingarrays.com/hr-tech-academy/>

As part of customer assignments during OJT, and under the guidance of RA's HR-Tech experts, you will learn and perform the following activities across SAP SuccessFactors implementation and support projects:

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**Key Responsibilities:**

- **Requirements Gathering & Solution Design**  
Work closely with Subject Matter Experts (SMEs) and business stakeholders to understand business requirements and propose effective system solutions. Support clients in business process re-engineering where required and advise on optimal system design options.
- **Implementation & Configuration**  
Configure and test SAP SuccessFactors modules as per project requirements and best practices.
- **Data Migration**  
Perform or support data migration activities, ensuring data accuracy and integrity.
- **Client Engagement**  
Set up relevant data in configured modules to demonstrate end-to-end business processes. Gather client feedback and implement necessary system changes. Provide support during client testing phases.
- **Training**  
Conduct end-user and administrator training sessions on SAP SuccessFactors modules.
- **Documentation**  
Prepare and maintain business requirement documents, configuration workbooks, training materials, and other project documentation required for successful delivery.

**Rolling Arrays Consulting Sdn Bhd**

Unit 02, Level 21, Tower A, Vertical Business Suite – Avenue 3,  
Bangsar South, No. 8 Jalan Kerinchi, 59200 Kuala Lumpur, Malaysia  
Phone: + 603 2242 2112



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- **Post-Go-Live Support**

Provide application support after implementation, including issue resolution and enhancements based on evolving business needs.

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**Job Requirements:**

- **A full-time degree from a recognized university in Malaysia** (or equivalent qualification)
- Exposure or interest in one or more of the following areas:
  - HRIS End User or Administrator experience, supporting or maintaining enterprise HR systems, **or**
  - Business Analyst experience, working with business users and technical teams in software or SaaS implementations, **or**
  - Functional/Implementation experience in requirements gathering, configuration, testing, UAT support, documentation, or training for enterprise-grade SaaS solutions, **or**
  - Fresh graduates with strong interest in HR Technology and consulting are encouraged to apply
- Strong communication and presentation skills
- Good analytical, problem-solving, and consultative abilities
- Ability to manage deliverables within timelines while maintaining quality
- Strong collaboration skills and willingness to work in a team-oriented, client-facing environment

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**About Rolling Arrays**

Rolling Arrays is an award winning and private equity backed Asia's premium HR Tech Software and Services firm headquartered in Singapore, with offices across India, Malaysia, Australia, and Hong Kong.

We specialize in delivering end-to-end HR technology solutions with a strong focus on Workday, SAP SuccessFactors, Oracle HCM and HR digital transformation.

**Our Business Lines:**

**HR System Implementation Services**

- SAP SuccessFactors Design & Consulting
- SAP SuccessFactors Implementation
- Change Management
- Application Management Services (AMS)

**HR Software Products (Partner & Proprietary):**

- SAP SuccessFactors
- Qualtrics
- Reimburse (AI-enabled Travel & Expense Management)
- CICO (Intelligent Time Capture Solution)
- eFile (Digital Employee Document Management)
- eAuthoring (Learning Content Authoring Platform)

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**Rolling Arrays HR-Tech Academy (HRTA)**

RA's HRTA program brings together experienced HR-Tech consultants and real-world project exposure, enabling participants to develop strong functional and consulting skills across HR Cloud solutions.

This program is designed to accelerate your growth as a **future-ready HR Technology Consultant**.

For more details, visit: <https://rollingarrays.com/hr-tech-academy/>