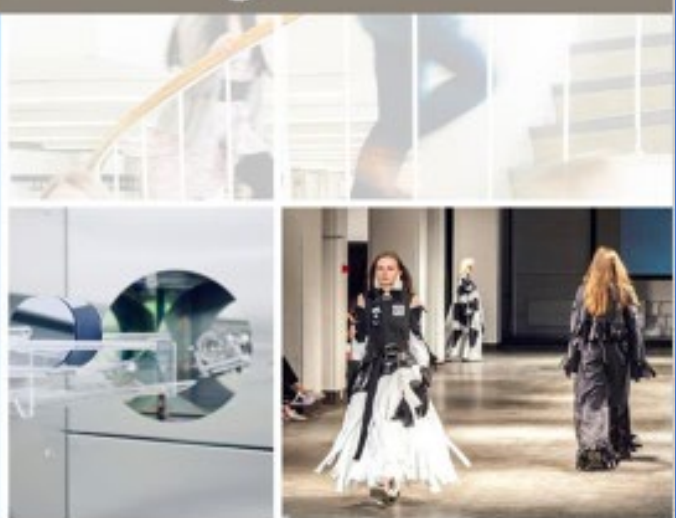




Shaping the future



Solution Owner for HR Solutions

Aalto University IT Services





Aalto University

Multidisciplinary community of bold thinkers where science and art meet technology and business

Aalto University is a university where research, art and education are promoted hand in hand. We are committed to **identifying and solving grand societal challenges** and building an innovative future.

With high-quality research we aim at **creating significant impact** on the international scientific community, industry and business, as well as the society at large. Disciplinary excellence is combined with multidisciplinary activities, engaging both students and the local innovation ecosystem.

Aalto has **six schools** with 12 000 students and more than 400 professors. We are an international community: 40% of our academic faculty have an international background.

Aalto University was founded in 2010 as **three leading Finnish universities**, Helsinki University of Technology, the Helsinki School of Economics and the University of Art and Design Helsinki, were merged.

We have a **vibrant campus** in Espoo, in the Greater Helsinki region. The campus is developing into a unique, open **innovation hub** and a centre of collaboration that attracts partners from all around the world. It encourages sharing of ideas, inter-disciplinary encounters, creativity, growth and entrepreneurship.

Watch videos! [Here](#) you can find what Aalto is all about.

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Aalto University

“Liberal, multicultural and never dull”, says an Aalto IT expert. Read more about what it is like to work in Aalto IT services and watch a video here:
<https://duunitori.fi/tyoelama/aalto-universities-it-experts-in-spotlight>

More info at
aalto.fi



Working at Aalto

Why is a career at Aalto University an excellent choice?

Collaboration reimaged

At Aalto University, a unique combination of science, art, tech, and business brings talent together to shape a sustainable future. Collaboration that breaks boundaries is where big, unlikely ideas, come to life. We have nearly 12 000 students and 4 000 employees, but the whole innovation ecosystem at the Otaniemi campus is much bigger.

Joint direction

Sparking people to find their own paths and make an impact is ingrained in our culture. Some of us call it research, knowledge or critical thinking. Some might call it innovation, radical creativity or entrepreneurial mindset. We help each other thrive, focusing on the community and people, teaching and learning from one another, infrastructures and campus, and services. Everyone has their passion, but it's all our diverse viewpoints that can together make an impact.

Culture that inspires and includes everyone

It's the people that create Aalto, now and in the future. We want to be an open community where equality and inclusion enable curiosity, innovation, collaboration and wellbeing. We constantly keep learning to find the most impactful ways to empower – and invest in – our people.

We actively support **the career and competence development** of our staff by creating opportunities for career advancement, flexible job rotation or moving on to a parallel career. We also offer a wide variety of training and development solutions for personal and professional growth at each stage of your career. [Read more.](#)

Diversity is part of who we are. We actively work for caring and **inclusive** working culture where everyone can feel safe and welcome. Our environment is multicultural, widely English-speaking and its easy to settle in, wherever you come from. 40% of our academic faculty comes from outside of Finland.

Because of our goals, we have **high ambition level** in everything we do. At the same time, we believe that great results can only come from **healthy and happy employees**. We have reasonable working hours and longer than usual holidays. Also, we offer comprehensive private occupational healthcare services to all our employees.





IT Services

Top-level science and art require support from top-level experts

Aalto University has a strong focus on digitalization, development and creating new. Working with us you will get to see and experience the latest developments in IT industry and take part in big changes.

Aalto IT Services has a key role in supporting digitalization by producing top-level services for researchers, teachers, students and staff members to make their work easier, more flexible, comprehensive and secure regardless of time and location.

We are trailblazer in digitalization.

For example, we have:

- ❑ Strong research competence: e.g., big data, machine learning, algorithms, software, cybersecurity, user interface
- ❑ Multi-disciplinary applications in focus: e.g., industrial internet, new process technologies, service economy, gaming industry
- ❑ Tight collaboration with industry
- ❑ Active startup community

Join us in Digital Aalto journey!

At Aalto, we've already come far in our digitalisation journey. We have a strong research environment and attractive educational offerings supported by digitalisation, as well as a track record of running teaching and research activities online. We use and develop modern digital platforms for a wide range of services. Our next goal is to become a forerunner as a data-driven university.

Digitalisation is a key driver and enabler for Aalto's strategic goals:

- ❑ Enabling clusters of excellence and developing infrastructures for research & design
- ❑ Enhancing education and elevating student experience and quality of learning
- ❑ Building innovation, creative and entrepreneurial ecosystem
- ❑ Investing in community & people, physical and digital infrastructures and services

Aalto University's IT Solutions for Services

Human Resources
Campus
Partnerships
Finance
Leadership Support
Communications

Supporting state-of-the art services and digital transformation at Aalto

We are the link between customer and service needs and Aalto's IT. Our team consists of around 10 skilled, talented and experienced professionals, passionate about delivering excellent services. However, you will mostly work with Aalto University's HR professionals, many of them with a long experience in the area.

We are responsible for IT solutions lifecycle supporting activities of services in Aalto University. Our team is also responsible for marketing, account and partnership management, and customer satisfaction in the area of service units' IT solutions (e.g., Leadership Support, HR, Finance, Communications, Partnership and Campus)

We work closely together with the service units of Aalto, other internal partners and other functions in ITS. We also ensure that IT solutions are in line with Aalto University Strategy and support the ongoing Digital Transformation.

Our way of working

Our way of working is independent and self-directive. We rely on our people's expertise and give them responsibility.

"I have the resources and the mandate to develop my own solution area", a team member comments.

We actively drive IT solutions in our university and want to take them to the next level ensuring customer value.

Aalto University IT Services is a small team doing big things. Thus, your job description will be versatile and full of learning opportunities. You will get to influence a lot on your tasks, depending on what you are interested in.

Your main co-players

Your team leader will be Jukka Katainen. Jukka has wide experience on delivering and managing IT-systems both from provider and customer sides of the table. His leadership style is to give responsibility and expect you fulfil it – naturally helping in removing obstacles where needed.

Your main partners in HR will be Ulla Martola, Head of Operative HR, and her team. Ulla has a wide experience in Management Consulting, HR and Development from several manager positions in both private and university sector. Ulla is a change driver who always seeks for better ways to get things done. She relies on her team, shares targets with them and trusts that they deliver. She coaches her team members to overcome barriers and find solutions.

<https://www.linkedin.com/in/ulla-martola-a2130/>



Solution Owner for HR

Want to be a game changer? Then join us in developing Aalto University's IT!

Your role and responsibilities

As a solution owner, you are responsible for end-to-end management of Aalto University's HR related applications from needs identification to service retirement, ensuring successful implementation as well as delivery of business benefits. You are responsible for the development HR application portfolio in close co-operation with Aalto University HR, reporting to both IT and HR.

Aalto is using Workday HCM suite for our master for HR data and processes. You will have a key role in managing HR data, integrations and utilizing full potential of Workday.

HR applications are acquired as SaaS. You will guide vendors' work and develop our vendor relationship management further. In addition, you cooperate with different stakeholders, such as decision makers, other system owners/administrators, project managers and technical specialists.

We expect you to follow the field actively and participate in technology providers' community in order to create ideas how to utilize the full potential of Workday. Passion for getting hands-on experience on the HR solutions and master data is a must as well as courage to challenge existing ways of operation and processes.

What we offer

We offer you an interesting, responsible, challenging and contributing role in the heart of Aalto's digitalization. Researchers and teachers are our key asset so your work with efficient HR-processes will have an impact on the results of Aalto University. Although you are responsible for your own area of work, we offer you support and coaching when you feel a need for it. In addition, the position will give a great opportunity to become an expert in managing Workday, the leading HCM suite in the world.

Aalto University puts great focus on employee wellbeing, offering flexible working time and location opportunities to suit your working style. We will work with you to form the best possible work experience during your employment in Aalto University!

Great possibilities for competence development. An exceptionally rich and versatile IT environment with leading edge technologies and latest developments in the field of IT research. Our significant in-house IT resources and capabilities enable experimenting and committed long-term IT development.

Top talented self-directive IT experts co-creating a culture of trust and learning.



What we are looking for

Your experience and ambitions

You might be an accomplished expert in the area or a more junior with some experience on HR processes and solutions with a “willing to learn and become an expert” attitude.

We value experience in:

- Modern SaaS HCM solutions.
- End-to-end HR process and solution understanding with an end user value driven approach.
- Understanding of master data and integrations in service production.
- Delivering excellent results through collaboration.
- Ability to communicate smoothly both with technical and business-minded co-workers and collaborators

Additional skills we appreciate:

- Workday HCM suite
- Project and change management skills
- Courage to challenge existing ways of operation and processes
- Analytical and conceptual thinking, innovation, ability think out of the box.

As your personal qualities

You have excellent social and cooperation skills, and you are able to communicate smoothly both with technical and business-minded co-workers and collaborators. You have an ability to influence others through your interactional skills and are able to sell your ideas to decision makers. In order to succeed in our environment, you also need to be good in accommodating the various needs of different stakeholders, able to prioritize them and also further to communicate your views in diplomatic, yet confident manner.

The responsibilities in the position require analytical skills and conceptual thinking and working in a systematic, persistent and responsible manner. You should be able to endure uncertainty and handle confusing situations.

And...

Aalto University is an international working environment, so we expect you to have an excellent command of English language. Finnish language skills are an advantage. An academic degree in a relevant field (e.g. information technology, information and service management or business administration) will also help you to succeed in this position.

But...

More than anything, you need to be passionate about your field of work and to be enthusiastic on constantly innovating and learning new - much more than a long experience on the field.

**Aalto University –
a community of
game changers**
aalto.fi



Aalto University