

INTEGRATIONS CONSULTING MANAGER

Sova is one of the world's leading talent assessment providers, we make science work in the real world by combining our core psychological expertise with the creative use of digital technology, challenging existing thinking to reimagine what can be achieved.

The Integrations Consulting Manager is a key role as part of this vision, in this stand alone role you will be responsible for the Sova platform integrations with other HR technology platforms such as applicant tracking systems (ATS), CRMs and 3rd party assessments.

This is a crucial role operating across professional services, pre-sales, customer success, product and engineering teams. You'll be the intersection between clients and products, ensuring their systems integrate in a logical and value driven way.

ROLE RESPONSIBILITIES

- Integration Lead – you'll 'own' the integration delivery of any client implementation, this will likely be part of a wider project where we are implementing different Sova products, such as assessments, video interviewing, manager/candidate reports and virtual assessment centres.
- Consulting. You will be engaged through the pre-sales process to consult on the art of the possible of integrations, advising customers on the best workflow and use cases, you will then move into delivery and ongoing management & support of integrations
- You will oversee and manage multiple implementation projects simultaneously working closely with Sova's project managers and implementation team
- Communications. Working with variety of different client profiles, from enterprise level global businesses with large HR tech teams (and 3rd party support), to corporate clients where recruitment teams are supporting integration roll out. Being able to explain complex integration to wide audiences is important.
- Although not a project manager, you will link into the Sova PM to ensure the coordination and completion of the integration workstream, including managing timelines, setting deadlines, assigning responsibilities and tasks, and crucially supporting systems integration testing
- Ensuring that integration projects are delivered in accordance within project budget (days allocated) and contracted 'Statement of Work'

SKILLS AND EXPERIENCE REQUIRED

- Integration Analysis & Design
 - Analyse business requirements and translate them into technical integration specifications
 - Map data flows between systems and document integration architectures
 - Create detailed technical documentation for integration projects
 - Collaborate with stakeholders to define integration scope and requirements

- **Configuration & Administration**
 - Set up and manage API connections using low-code/no-code integration tools
 - Configure data mapping and transformation rules through visual interfaces
 - Administer integration monitoring dashboards and alerting systems
 - Manage user access and security settings for integration platforms
 - Understanding of SSO configuration
- **Technical Skills**
 - Strong understanding of APIs, webhooks, and data integration concepts
 - Knowledge of common data formats (JSON, XML, CSV)
 - Experience with database query tools and basic SQL knowledge
- **Business Analysis Skills**
 - Proven ability to gather and document business requirements
 - Experience creating process flows, data models, and technical specifications
 - Strong analytical and problem-solving capabilities
 - Experience working with HR enterprise software ecosystems (Workday, Success Factors...)