

PeopleSoft Design Manager

## Description

Our Design Managers are charged with designing and improving websites and internal web applications. We need highly skilled designers who have a passion for beautiful, functional web design. The Design Manager leads all design activities for a defined audience. Coordinates the design efforts with other Design Managers that have connections or overlap with their audience. Creates the product vision, defines audience and stakeholder needs, obtains and documents requirements, and designs the solution to those requirements. Directs the work of an assigned Business Analyst and Associate Design Manager to accomplish these responsibilities. Mentors each assigned Associate Design Manager.

Primary responsibilities:

- Gathering, analyzing, and validating the real needs of Enterprise Resource Planning projects.
- Managing functional and technical requirements
- Be user-focused
- Deliverables consist of:
  - o Functional and technical documentation
  - o Process diagramming
  - o User stories
  - o Use cases
  - o Fit-gap analysis
  - o Light prototyping (wireframes)

This position is the bridge between business stakeholders and project teams.

## Qualifications

Consultant

- Exceptional communication skills in interactions with clients, end users, developers and others throughout the design process.
- Exceptional ability to create and share a vision.
- Exceptional ability to build and maintain relationships and work in a team environment.
- Exceptional ability to persuade and teach without manipulation.
- Exceptional ability to resolve conflict and disparate opinions.
- Exceptional ability to view problems from a holistic viewpoint and accurately pinpoint their root cause.
- Exceptional ability to research and understand a customer's needs, problems, and potential design constraints.

- Exceptional ability to instruct others about design principles, patterns, and processes.

#### Design Aptitude

- Comprehensive knowledge of design & usability solutions, both historical and current.
- Comprehensive knowledge of design processes, including research and analysis.
- Comprehensive knowledge of design principles, including: hierarchy, composition, color, balance, harmony, typography, interaction, etc.
- Expert ability in writing and producing useful project documentation (design briefs, audience definition, comparative analysis, prototype notes, etc.)
- Expert ability to effectively communicate visually through drawings, diagrams, prototypes, flow charts, etc.
- Expert ability in creating content structure and flow.
- Expert ability to creatively develop solutions from ambiguous or ill-formed requirements.
- Expert knowledge and application of Design tools including Photoshop, Fireworks, Illustrator, etc.

#### Technical Aptitude

- General knowledge of processes and methods (i.e. Agile, Scrum)
- General knowledge and skill in web standards development and best practices (i.e. XHTML, CSS, JavaScript, etc.).
- General knowledge in rich-media development platforms, including: Flash/Flex, WPF/Silverlight, etc.
- General knowledge in server-side technologies, including: JSP, Xquery, etc.
- General knowledge in working with our enterprise software technologies and business reporting tools, including: Corda, Business Objects, etc.

#### Skills:

- Technical Writing
- Business Analysis
- Interviewing or ability to facilitate JAD (Joint Application Development) sessions
- Excellent interpersonal skills to help negotiate priorities and resolve conflicts among project stakeholders
- Ability to prioritize requirements
- Understanding of how ERP software is positioned and developed
- Ability to understand and empathize with the needs of users

#### Additional knowledge:

##### Experience with:

- Project Management
- PeopleSoft ERP
- HR and/or Finance processes

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