

Job Description

Job Title: Lead Solution Architect – HCM & Global Payroll (Presales)

Location: Malaysia / Singapore / India

Company Overview

Established in 2010 and headquartered in Singapore, BIPO is a leading global payroll and HR solutions provider, supporting businesses in over 170+ countries.

We deliver an award-winning, cloud-based HR Management System and Athena BI analytics tool that supports our multi-country payroll outsourcing and Employer of Record (EOR) services. Powered by tech and driven by data, we help companies automate HR processes, ensure compliance, and provide workforce insights.

With 50+ offices worldwide, BIPO combines global compliance, local HR expertise, and scalable technology to manage the entire employee lifecycle for global and remote teams.

Key Responsibilities

We are seeking a **Lead Solution Architect** to drive end-to-end solution design and technical leadership across our enterprise presales engagements. You will partner with sales and solution consulting teams to define the right HCM & Global Payroll architecture, ensure integration readiness, and represent BIPO as the trusted solution advisor to enterprise clients.

This role blends **deep functional expertise, technical integration knowledge, and presales leadership** to support large, multi-country technology programs.

Presales & Solution Leadership

- Lead technical solutioning for enterprise HCM & Payroll opportunities.
- Run discovery workshops, architecture walkthroughs, and fit-gap sessions.
- Design scalable solution blueprints, data flows, and integration maps.
- Conduct technical product demos, PoCs, and integration showcases.
- Participate in RFP/RFI responses for technical sections and architecture fit.

Integration & Technical Architecture

- Define integration models with Tier-1 HCM & ERP platforms (SuccessFactors, Workday, Oracle, SAP, etc.).
- Guide API, data, workflow, and security design.
- Review technical requirements, environments, and deployment considerations.

Security, Infra & Compliance

- Ensure architecture meets security, privacy, and compliance needs (SOC2, ISO27001, GDPR, etc.).
- Work with product & security teams to validate controls and certifications.

Cross-Functional Collaboration

- Partner closely with Product, Engineering, Implementation & Sales teams.
- Support seamless handover from presales to implementation, ensuring architectural clarity.
- Contribute to reusable solution templates, integration playbooks, and demo frameworks.

Innovation & Product Collaboration

- Partner with Product & Technology leadership to evaluate enhancements, integration connectors, security protocols, and platform scalability.
- Drive innovation around AI, automation, analytics, and global payroll orchestration models.
- Influence product roadmap based on customer feedback & market trends.

Requirements

- ~8+ years' experience in HCM / Payroll / SaaS architecture or Presales solutioning and technical consulting for enterprise customers.
- Strong domain knowledge in global payroll, HR systems, compliance and business processes.
- Proven experience integrating with HRIS / ERP / Finance systems.
- Strong expertise in HCM architecture, global payroll frameworks, multi-country compliance, and workflow automation.
- Experience in presenting architecture to executives, HR leaders, and IT stakeholders.
- Hands-on familiarity with APIs, security models, cloud concepts, and data exchange frameworks.
- Experience in integrating SaaS platforms with ERP / HR systems (SAP SF, Workday, Oracle, SAP ERP, Netsuite, WorkForce, payroll engines, etc.).
- Deep knowledge of cloud architecture, security & compliance (GDPR, SOC2, ISO27001, data privacy controls).
- Ability to translate business vision into scalable solution design, convert requirements into solution blueprints, sequence diagrams, data models.
- Strong presentation, stakeholder management, and executive communication skills.
- Background in HR tech, payroll tech, or enterprise SaaS pre-sales / architecture roles preferred.
- Experience with systems like Workday, SAP SuccessFactors, Oracle HCM, ADP, Ceridian preferred.
- Cloud / integration certifications welcome (AWS/Azure, Workday, SAP, etc. TOGAF / ITIL / Security certifications (CISSP / CIPP, etc.).

Useful links

- Website: www.biposervice.com
- Facebook: <https://www.facebook.com/biposvc>
- LinkedIn: <https://www.linkedin.com/company/bipo-svc/>

To apply for this role, please contact careers.my@biposervice.com.