

## Job Description

**Job Title:** Presales Solutions Consultant – HCM & Payroll

**Location:** Malaysia

### 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

BIPO is seeking a highly skilled **Presales Solutions Consultant** to join our dynamic team. This role is pivotal in driving successful client engagements and ensuring the delivery of world-class **HCM and Global Payroll solutions** across the region. The ideal candidate will have deep functional knowledge, strong pre-sales experience, and the ability to craft and present tailored solutions to enterprise clients.

- Serve as the regional subject matter expert on BIPO's HCM and Global Payroll solutions.
- Lead solution strategy and customer engagement during pre-sales cycles, including discovery sessions to understand client requirements.
- Prepare, configure, and present system demos, walkthroughs, and Proof of Concepts (PoCs).
- Collaborate with cross-functional teams (Sales, Product, Implementation) to develop tailored solutions and drive pre-sales strategy.
- Prepare, develop, and maintain high-quality responses to global RFPs/RFIs (Request for Proposals/Information).
- Organise and maintain RFP & RFI responses in shared folders for reference and knowledge management.
- Identify product gaps and collaborate with the Product Team to recommend enhancements.
- Collaborate with delivery teams to ensure seamless transition from pre-sales to project implementation, providing guidance and expertise on HCM and Payroll solutions as required.
- Apply knowledge of IT infrastructure, security, and compliance to solution design and client engagements.
- Act as an individual contributor while fostering strong collaboration across regional and global teams.

## **Requirements**

- Prior experience in the HRMS/HCM and Global Payroll domain, with strong functional and compliance knowledge.
- 2 to 4 years of overall experience, including minimum of 1 to 2 years' experience in a solutions or pre-sales role within HCM or Payroll systems.
- Proven ability to conduct discovery sessions, craft solutions, configure demos, and present solutions effectively to clients.
- Hands-on experience in solution architecture and integrations with third-party systems or leading ERP/HCM platforms.
- Knowledge of IT infrastructure, security, and compliance requirements is preferred.
- Experience in cross-functional collaboration for pre-sales solutioning and project handovers.
- Strong communication and presentation skills, capable of articulating complex solutions clearly.
- Self-motivated individual contributor with a team-oriented mindset.
- Fluent in English, both written and spoken.
- Bachelor's degree in Human Resources, Information Systems, or related field preferred.

## **Useful links**

- Website: [www.biposervice.com](http://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](mailto:careers.my@biposervice.com).