

Work Vapor

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Talent Acquisition Systems Analyst – Hybrid Houston TX | LyondellBasell Industries

Hiring organization

LyondellBasell Industries

Description

Company: LyondellBasell Industries

Position: Talent Acquisition Systems Analyst

Department: Talent Acquisition Global Operations – People & Culture

Location: Houston, Texas 77056 (Hybrid – Up to 2–3 Days Remote with Approval)

Employment Type: Full-Time

Employment Type

Full-time

Job Location

Texas, UNITED STATES

Remote work from: UNITED STATES

Date posted

02/19/2026

Role Overview:

- Support global Talent Acquisition systems, CRM data, and reporting infrastructure
- Lead CRM data migration from SAP SuccessFactors to Avature
- Ensure data integrity, reporting continuity, and advanced analytics capabilities
- Partner with HRMS, IT, and vendors to optimize TA systems and reporting

Key Responsibilities:

- Plan and execute recruiting CRM data migration from SAP SuccessFactors to Avature
- Perform data extraction, mapping, validation, reconciliation, and stabilization
- Partner with HRMS, IT, and vendors to define migration rules and business logic
- Conduct data quality analysis and resolve discrepancies
- Support unit testing and user acceptance testing (UAT)
- Design and optimize Avature CRM reports, dashboards, and data models
- Translate leadership reporting requirements into scalable analytics
- Implement CRM-driven automation and post-deployment optimization

Required Qualifications:

- Bachelor's degree in Business, Information Systems, Analytics, HR, or

related field

- 5+ years supporting HR, recruiting, or Talent Acquisition CRM/ATS systems
- Hands-on experience with Avature CRM (preferred) and SAP SuccessFactors Recruiting
- Experience with system implementations and/or data migration initiatives
- Strong understanding of Talent Acquisition metrics and reporting

Technical Skills:

- Advanced Excel proficiency (data analysis, validation, automation)
- Experience building custom reports and dashboards in ATS/HR systems
- Familiarity with Power BI, Tableau, or SQL (preferred)
- Strong attention to data accuracy and process improvement

Core Competencies:

- Ability to translate business needs into technical solutions
- Clear communication with technical and non-technical stakeholders
- Process-driven mindset with focus on continuous improvement
- Comfortable working in complex, global environments

What the Company Offers:

- Competitive total compensation with base and variable incentive pay
- 401(k) Savings Plan with Company Match
- Pension Plan
- Employee Stock Purchase Plan
- Medical, Dental, Vision, and Prescription Coverage
- Flexible Spending Accounts
- Life, AD&D, and LTD Insurance
- Educational Assistance
- Employee Assistance Program

About the Company:

LyondellBasell Industries is a global leader in the chemical industry with nearly 70

years of innovation, including proprietary MoReTec recycling technology and a legacy that includes a Nobel Prize in Chemistry. The company develops sustainable solutions supporting transportation, food safety, clean water, and healthcare worldwide.

Equal Opportunity Employer:

LyondellBasell evaluates qualified applicants without regard to legally protected characteristics and provides reasonable accommodations upon request at Careers@lyb.com