

Externe vacature advertentie (engels)

What will you be doing?

As an **IAM Business Analyst**, you are the strategic architect who guarantees the security of our organization. You act as the critical link between the Business, IT, and Security. Your mission is to translate complex information needs and risks into innovative, future-proof IAM solutions. You take ownership of the entire process: from design to implementation and optimization of secure, efficient, and compliant IAM processes. You lead multidisciplinary teams, advise management at a strategic level, and are the driving force behind the IAM vision.

- **Strategic Analyses:** You lead complex analyses of information needs, risks, and security gaps within our IAM processes.
- **Requirements Ownership:** You establish, manage, and validate business requirements and functional specifications at a strategic and enterprise level.
- **Process Optimization:** You design and optimize critical business processes (such as Joiner-Mover-Leaver, RBAC) and initiate necessary process improvements.
- **From Blueprint to Tooling:** You translate requirements into architecture and concrete solutions within IGA Tooling (such as Omada, SailPoint, or ServiceNow).
- **Implementation Director:** You coordinate the implementation and testing of new IAM functionalities and manage the project teams involved.
- **Quality Assurance:** You perform and supervise functional acceptance testing (FAT) and user testing at an enterprise level.
- **Governance & Compliance:** You manage authorization matrices and toxic combinations, oversee attestations and reports for compliance (GDPR, audit), and advise on governance.
- **Vision and Strategy:** You initiate and advise management on strategic improvements and the automation of IAM.
- **Internal & External Alignment:** You collaborate intensively with internal teams (IT, Security, Risk, Compliance) and external suppliers at a tactical and strategic level.
- **Knowledge Sharing & Coaching:** You organize and lead workshops, knowledge sessions, and function as a coach and inspirer for medior/junior analysts.
- **Sparring Partner:** You are the trusted sparring partner for management and all senior stakeholders.

Your workplace

You will join Enabling IT, the crucial link that ensures our colleagues can perform their work quickly, safely, and effortlessly. We direct the complete ecosystem: from supporting all Office Automation (OA) and the banking application platform, to resolving hardware issues (W10 laptops and iOS mobile phones). We are the first line, the knowledge bearers (via workshops), and the director between various suppliers. You will step into a driven team where service, professionalism, and deep knowledge are central, combined with an essential dose of humor. We challenge each other to continuously improve and innovate ourselves and the team.

What we ask of you

You are the experienced professional with a higher professional (HBO) or university (WO) level of work and thinking (IT, Business Administration, or similar) who is accustomed to working in complex environments.

- Minimum of **5 years of relevant experience** as a Business Analyst in a complex IT environment.
- **In-depth expertise** with IAM processes and the associated tooling (crucial: experience with **Omada, SailPoint, or ServiceNow**).
- Extensive knowledge of ITIL processes (Incident, Change, Problem) and IT Governance.
- Proven experience with **Agile/Scrum** and leading multidisciplinary teams.
- Advanced knowledge of IT Security, Risk Management, and compliance frameworks (**GDPR, SoD**).

In addition, you have the mindset to excel in this senior role:

- **Analytical Ability:** You immediately grasp complex IAM structures and risks.
- **Proactive & Persuasive:** You master stakeholder management at all levels and are able to convince others.
- **Strong Environmental Awareness:** You navigate effortlessly through the political and organizational context.
- **Coaching Role:** You take the lead and inspire team members and junior analysts.
- **Excellent Communication Skills:** You speak the language of business, IT, and Security.

What do we offer?

What can you expect when you come to work at BNG Bank? You will be working for a sustainable and societal conscious bank, where the interests of our customers are paramount in everything we do. We do this together, with each other and with our customers. We connect, develop as people and professionals, and value you for who you are and what you contribute. The work we do is special, but we remain modest. This is what we pride ourselves on. We are a reliable employer with a clear mission. With us, you can deliver outstanding performance and you will be given a lot of responsibility right away. Of course, you can also count on good working conditions, such as:

- A competitive salary. Salary will be determined based on education and experience.
- A 13th month and 8% holiday allowance (paid monthly);
- Hybrid working. You will receive a home office compensation of €750 every 5 years and an expense allowance for working from home of €4 per day worked;
- Travel allowance of €0.23 per kilometre and full reimbursement of public transport costs based on second class travel;
- Personal development opportunities via our Archipel training platform. We believe it is important that you continue to develop, which is why you can make unlimited use of this platform;
- 216 hours of holiday per year based on a 36-hour working week and the option to buy and sell hours;
- A sports allowance worth €400 net per year;
- A bicycle plan worth €3,000 per 3 years;
- Free chair massages, boot camp/yoga;
- Once every 7 years, you can take two consecutive months of vitality leave.

And much more... discover it for yourself!

More information

If you have any questions about the position or the application procedure, please contact Imran Ahmed, Corporate Recruiter, +31 627285212 or via werkenbij@bngbank.nl

Procedure

Our selection procedure consists of a telephone introductory interview with the recruiter and a maximum of two selection interviews, followed by a proposal of terms of employment. In accordance with our recruitment and selection policy, internal candidates will be given priority if equally suitable. A pre-employment screening is part of the application procedure.

No unsolicited acquisition

In order to submit CVs to BNG Bank N.V., an external recruitment agency must have entered into an agreement to this effect with BNG Bank N.V. Whereby, a CV may only be submitted if the agency has been invited to assist in the search for suitable candidates for a particular position. BNG Bank N.V. will not treat any unsolicited CVs submitted outside these conditions as direct applications from the candidate. An agency that sent the unsolicited CV cannot derive any rights from the foregoing. BNG Bank N.V. is not liable for any placement fees or any other compensation. Unsolicited CVs will not be returned by BNG Bank N.V.