# Senior Software Developer, Workday Integrations & Extend

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| **Requisition** | R0000182694 |
| **Employer** | Royal Bank of Canada |
| **Canadian locations** | Toronto (Ontario, Canada) |
| **Primary address** | 600 QUEENS PLATE DR, TORONTO, ON M9W 0A4, Canada |
| **Posted** | October 29, 2026 |
| **Date in the description** | August 5, 2026 |
| **Posted deadline** | November 29, 2026 |
| **Last day to apply** | November 28, 2026 |
| **Business area** | TECHNOLOGY AND OPERATIONS |
| **Employment status** | Regular |
| **Work schedule** | Full time · 37.5 h per week |
| **Pay type** | Salaried |

## The position

As a Senior Software Developer, Workday Integrations & Extend, you will lead the technical design, development, and implementation of Workday solutions to meet complex HCM program requirements across RBC. This role demands deep expertise / Hands on experience with Workday, coupled with advanced problem-solving skills to execute high-impact projects. You will collaborate closely with technical, functional, and vendor teams to ensure seamless integration and innovation within RBC's HR ecosystem. Additionally, you will play a pivotal role in leveraging AI technologies to optimize Workday processes, driving efficiency and transformative solutions.

## Responsibilities

- Translate operational and functional requirements into robust engineering integration designs aligned with company standards and best practices.
- Serve as a technical contact for the integrations of the working day / Extending requirements throughout the life cycle (Design, construction, testing, deployment and support).
- Design and build end-to-end integration and extension solutions for workdays, ensuring scalability, safety, performance and long-term maintenance.
- Partner with HR Workday Functional Managers, Corporate Architects, Security Teams and third party suppliers to deliver consistent solutions.
- Establish and contribute to standards of integration, models, documentation and governance models.
- Design of support solutions for several Workday modules and external systems (SAP, ServiceNow etc.).
- Provide expertise in troubleshooting, performance optimization and system maintenance for Workday environments.
- Collaborate on future-proof HR systems innovation projects and improve user experiences.
- Contribute to AI initiatives by integrating advanced technologies to automate and improve HR processes.

**Qualifications**

## Requirements

- Workday Implementation & Support Experience.
- 3-8 years Work day experience.

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- Practical experience in technical development.
- Experienced in designing and developing Workday integration and extension solutions in complex business environments.
- Deep expertise across Workday integration & extend technologies like App development, EIB, Core & Cloud Connectors, PICOF/PECI, Workday Studio, BIRT, custom reports, and calculated fields.
- Strong technical background in REST & SOAP APIs, XML, XSLT, JSON, WSDL, WQL, Orchestration, Web Services and Java.
- Proven ability to design safe, scalable and resilient integration/extension solutions.
- Experience with intermediate platforms (e.g. MuleSoft, Boomi, ShapeIn, Azure Integration Services) is an asset.
- Communicate clearly with the ability to engage technical and non-technical stakeholders.
- Ability to develop integrations / extend the application to meet project needs.

## Assets

- Leadership experience
- Workday extend experience.

## Pay and benefits

RBC teams aim to grow by working together, thinking ahead and giving dependable advice that helps clients and communities prosper. They support one another, develop their potential and strive for outcomes that benefit the communities they serve as well as the bank.

- A total compensation program with competitive pay, bonuses and flexible benefits, plus commissions and stock where applicable.
- Managers who coach employees and help them find opportunities to develop.
- Ability to make a difference and have a lasting impact.
- Join a collaborative team that works at a high standard and looks for new ways to improve.
- A world-class financial services training program.
- Flexible work/life balance options.

## Job Skills

Application Development, Application Testing, Critical Thought, Detailed Focus, Group Problem Resolution, Multi-level Communication, Standard Operating Procedure (SOP), System Applications, System Integration Test (SIT), Technical Writing

RBC accepts applications until 11:59 p.m. on the day before the posted deadline.

## Our Employment Opportunities

RBC works as One RBC and follows five shared values: putting clients first, integrity, collaboration, respect and excellence. As one of the world’s largest and most successful banks, it sees inclusion and different perspectives as important to continued growth. RBC supports staff in doing their best work, working together, innovating and developing professionally. Its policies and programs foster respect, belonging and opportunities for everyone to create value for clients and communities.

## Talent community

People who join RBC’s talent community can receive new postings, career advice and recruitment event updates tailored to their interests.

RBC’s careers portal shares information about career paths and how its teams contribute to client and community well-being.

RBC is accepting applications for an existing vacancy. Qualified applicants may hear from the recruitment team for a more detailed review of their résumé.

Search for requisition R0000182694 on the RBC careers portal.

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