Ramco Systems
64, Sardar Patel Road,
Taramani, Chennai – 600113

23-October-2026

Dear Sir/Madam,

Greetings from Ramco Systems!

We are excited to share that we have an opening for the Business Analyst – Payroll Bureau role. We would be grateful if you could circulate the details among eligible candidates who may be interested.

Position: Business Analyst – Payroll Bureau (HCM)

Location: Chennai, India

Company Website: https://www.ramco.com

About Ramco Systems:

Ramco Systems is a global enterprise software company, headquartered in Chennai, that offers cloud-based solutions in Human Capital Management (HCM) and Global Payroll, Enterprise Resource Planning (ERP) and Aviation. Our Payroll Bureau team keeps our global payroll product compliant with statutory and regulatory requirements across countries.

Job Summary:

We are looking for freshers who are **Qualified Chartered Accountants or Company Secretaries**, or candidates who have completed 3 years of articleship, with a good understanding of individual taxation and payroll legal regulations. The selected candidate will research payroll regulations for various countries and work with the development team to keep our product compliant. The ideal candidate should be self-driven, quick to learn and comfortable working independently.

Key Responsibilities:

- Collect payroll legal regulations for various countries through external consultants and internal research
- Analyze legal and business requirements and support the development team in preparing software requirement specifications
- Ensure product compliance with statutory and regulatory changes in the respective countries
- Carry out system testing and documentation
- Support customer teams

Who We're Looking For:

- Freshers who are Qualified Chartered Accountants or Company Secretaries, or candidates with 3 years of articleship experience
- Knowledge of individual taxation and payroll legal regulations
- Self-motivated, able to work with minimal supervision
- Good communication and interpersonal skills
- Confidence, resilience and a determined approach
- Academic excellence and consistency, with relevant education background or certifications
- Willingness to learn on both the domain and technology fronts

Application Instructions:

Please send your applications to **sneha.ramesh@ramco.com**.

We look forward to welcoming enthusiastic and dedicated individuals to our team!

Warm regards,
Sneha Ramesh
[Designation]
Ramco Systems