

Which Workday Career Path Fits You Best?

Discover the different routes
and map out your own career



SWIPE TO EXPLORE OPTIONS



How most Workday careers evolve?

You've nailed a few certifications. You're managing tickets.

But what's next?

Most Workday professionals fall into their next role by chance. But what if you would actually explore all options and map out your ideal journey?





Path 1: End User

What it looks like

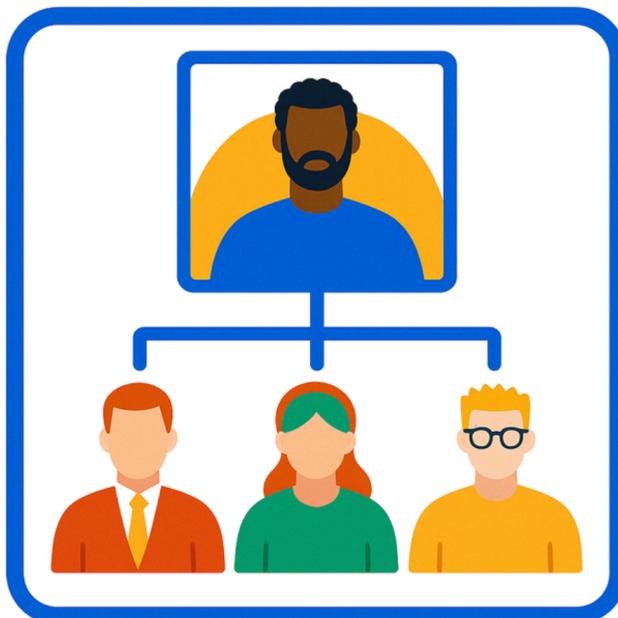
You work inside one company's HRIS team, managing and improving their Workday instance. You build deep org knowledge and can become the go-to expert for process, config, and future planning.

✓ Advantages

- Deep business context
- Full-cycle exposure (from config to rollout)
- Clear path to HR Tech leadership

⚠ Challenges

- Potential slower career progression (can require switching organisations)
- Less exposure to other Workday environments
- Easy to become a “ticket-taker” if not proactive



END USER CAREER PATHS



End User career paths

Start in analyst or consultant roles and grow toward leading the HR tech roadmap. You'll pick up depth in either functional (HR process) or technical (system/integration) tracks.

Potential Side Paths

- HR Business / COE roles: Shift toward strategic HR, analytics, or org design if you love process impact.
- Project or Product Management: For those who enjoy leading cross-functional initiatives and rolling out new tech.
- Broader IT / Tech Track: Move into IT architecture, data platforms, integration leadership, or even ERP/HRIS portfolio ownership.





Path 2: Consultancy

What it looks like

You work for a Workday partner or consulting firm, jumping into different client environments to design, configure, or lead implementations. You'll learn fast, but be ready for high pace.

✓ Advantages

- Rapid exposure to multiple industries and Workday setups
- Clear growth paths towards the next level
- Internal firm resources and budgets to invest in your professional development, including soft skills
- You build a strong network of clients and peers

! Challenges

- High pressure and fast turnarounds are the norm
- Work/life balance can dip depending on firm and role
- You may not get to “own” long-term outcomes or change
- At certain grades you will be expected to support sales or people management, which not everybody enjoys



CONSULTANCY CAREER PATHS



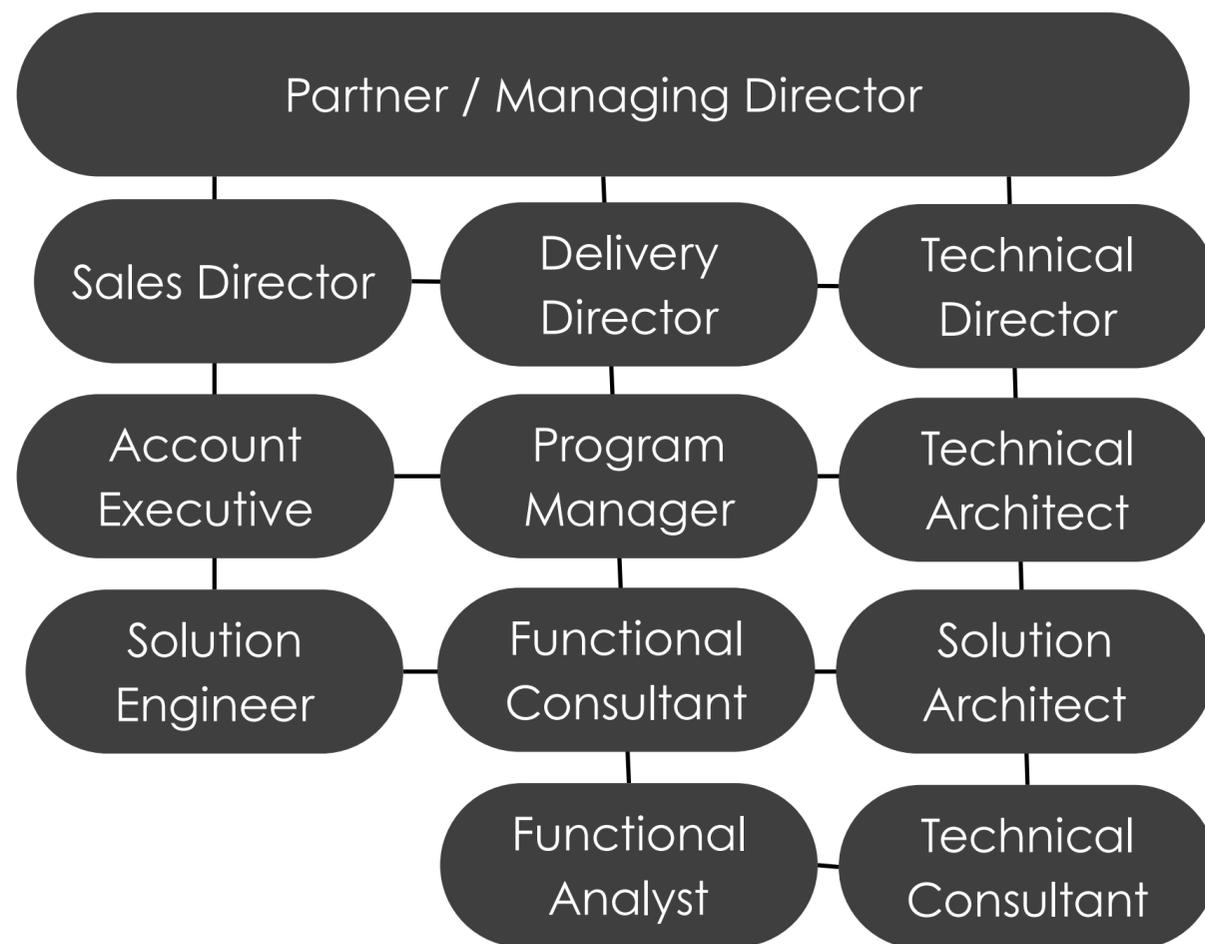
Consultancy career paths

Most consultants begin as SMEs in a functional or technical area. Over time, they either move toward delivery leadership, architect roles, or client strategy/sales.

The big advantage? Speed, you'll grow faster by working across more projects than in-house roles.

Potential Side Paths

- Account Manager: For those with client presence or sales can become long-term homes.
- HR or Finance consultancy: Use your expertise to advise on process redesign, COE models, or operating models. Great for those who want to zoom out from configuration.



PATH 3: CONTRACTING



Path 3: Contracting

What it looks like

You work project-to-project, typically as an external consultant hired for your Workday expertise. You choose your clients, set your rate, and control your schedule, but you also handle the rest (admin, sales etc).

✓ Advantages

- Maximum flexibility (location, hours, clients)
- Often higher pay per hour/project than perm roles

You get to focus on delivery, not internal politics

⚠ Challenges

- No guaranteed income between projects
- No permanent home base or team
- You must manage contracts, billing, marketing, etc.
- You may not be involved in long-term strategy or ownership



CONTRACTING CAREER PATHS



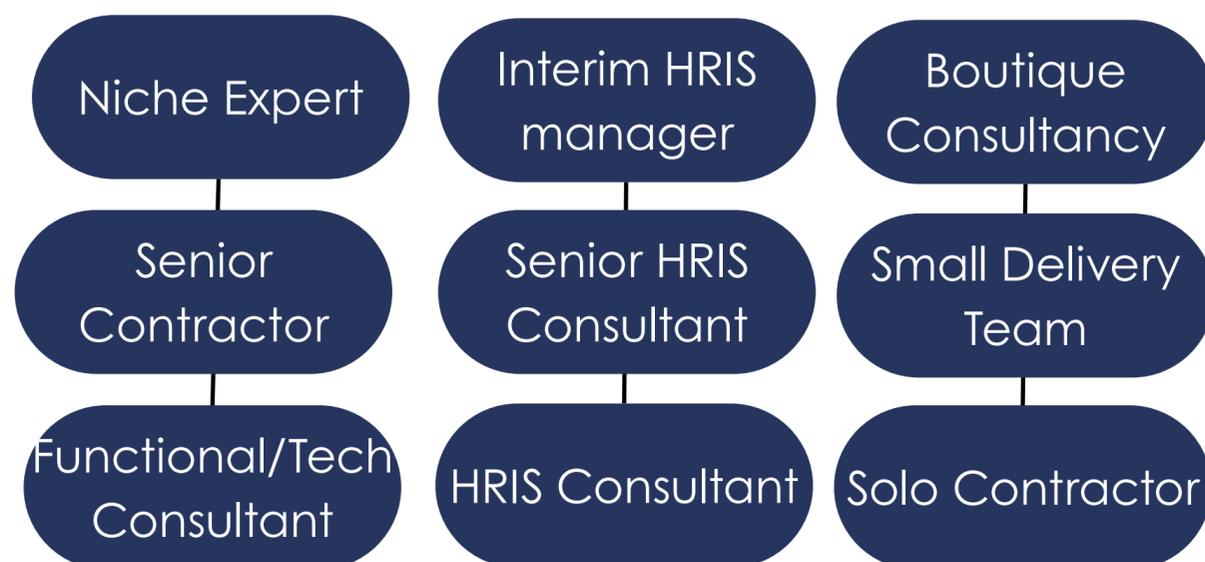
Contracting career paths

Most contractors go independent after gaining 3–5 years of in-house or consulting experience. You'll likely specialize in one area and build a reputation for being fast, reliable, and expert-level.

Some stay solo, others become part of a network or build teams.

Potential Side Paths

- Niche Expert: Focus deeply on one area (e.g. Extend, Security, Advanced Comp) and become the go-to hire for that module.
- Fractional Leadership: Step in as part-time Product Owner or Interim HR Tech Lead for orgs needing temporary help.
- Boutique Firm or Agency Owner: Turn your solo practice into a team, build accelerators, or offer packaged solutions.



PATH 4: WORKDAY



Path 4: Workday

What it looks like

You join Workday directly, either on the customer-facing side (Success, Sales, Presales), in Product, or internally (Support, Delivery Ops, etc.).

✓ Advantages

- Exposure to how Workday actually works behind the scenes
- Access to roadmap discussions, early feature releases
- Strong internal mobility and learning culture
- Unique culture: collaborative, values-driven, and people-focused

⚠ Challenges

- Tunnel vision. You only see Workday, not broader HR or tech landscapes
- Can feel far from day-to-day customer realities if you're not in a field role



WORKDAY CAREER PATHS →



My personal Workday career path

Different Steps in My Career Path

- My career all took place within consultancy. Started as a data migration consultant
- I shifted into functional consulting. Then led projects as a functional lead.
- Eventually, I was managing full implementations, including Extend builds.
- Shifted towards leading our Workday practice and setting up our global Extend CoE.
- And finally, I started my own firm.

What I've learned

- You don't need to know your end game to get started.
- Every project teaches you something, especially the ones that are out of your comfort zone.
- Helping others grow is more rewarding than growing alone.

WHAT'S YOUR JOURNEY?

Enjoyed this?

Follow me, Matt and Incubane to continue learning about the latest in the Workday ecosystem.



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PATH IN THE COMMENTS