

As part of the expansion of our consulting activities, AdronH is looking for an **IAM / IGA Business Analyst** to assist clients in delivering identity and access management and governance transformation initiatives.

Working at the crossroads of business, security, IT, and IAM technical teams, you will be responsible for gathering and analysing requirements, defining target processes and functional specifications, and supporting the successful implementation of IAM and IGA solutions.

Key Responsibilities

- Gather, analyse, and document IAM business requirements.
- Support the design and implementation of identity and access governance frameworks.
- Review and enhance access management processes, roles, and entitlement models.
- Facilitate application onboarding and integration within IAM/IGA ecosystems.
- Act as a liaison between business units, IT departments, security teams, and IAM delivery teams.
- Contribute to testing activities, project governance, and deployment follow-up.

Required Skills and Competencies

- Strong ability to analyse and formalize business requirements in complex environments.
- Excellent communication skills with both business and technical stakeholders.
- Structured approach to process definition, documentation, and IAM security challenges.
- Ability to work effectively in demanding international environments.

Your Profile

You ideally have **3 to 5 years** of experience in Business Analysis, IAM/IGA, and cybersecurity.

You have a strong understanding of:

- Identity and Access Management (IAM)
- Identity Governance and Administration (IGA)
- Joiner / Mover / Leaver (JML) processes
- RBAC, access reviews, and SoD
- SSO and MFA
- Active Directory and Microsoft Entra ID

Experience with solutions such as SailPoint, Saviynt, One Identity, Entra ID, Okta, or CyberArk is considered an asset.

Beyond technical skills, you are comfortable working with stakeholders, producing reports, and bridging the gap between business and technical teams.

Languages

Fluent French and English are required.



Join a human-sized company that values people and social impact.

Enjoy an environment that promotes trust, autonomy, and respect.

Be encouraged to contribute to meaningful social and community initiatives.

Benefit from an attractive salary package tailored to your experience, expertise, and personal interests.

Send your application to

carriere@adronh.com