Job Description - Senior Workato Developer / Integration Architect

Position: Senior Workato Developer / Integration Architect
Experience: 6-10 Years (Minimum 3+ Years of Workato Experience)
Role Type: Technical Lead / Individual Contributor

Role Overview

We are seeking an experienced **Senior Workato Developer / Integration Architect** who can independently lead integration initiatives from business requirements gathering through solution architecture, development, testing, and production deployment.

The ideal candidate will combine strong hands-on Workato development expertise with architectural thinking, business stakeholder engagement, and the ability to translate complex business requirements into scalable, secure, and maintainable integration solutions.

Key Responsibilities

1. Business Requirements & Solution Consulting

- Engage directly with business stakeholders, application owners, and functional teams to understand integration requirements and business processes.
- Lead requirement discovery sessions, identify integration touchpoints, and translate business needs into functional and technical specifications.
- Prepare and review Business Requirement Documents (BRDs), data mapping documents, and integration specifications.
- Evaluate technical feasibility, identify dependencies, and recommend appropriate integration approaches.

2. Solution Architecture & Technical Design

- Own end-to-end integration architecture and solution design using Workato.
- Develop High-Level Design (HLD) and Technical Design Documents (TDDs), including data flows, orchestration patterns, and exception handling.
- Define integration patterns involving APIs, webhooks, event-driven workflows, scheduled jobs, and batch processing.
- Ensure solutions follow enterprise architecture principles, security standards, scalability, and reusability.
- Drive technical design reviews and obtain stakeholder approvals before implementation.

3. Workato Development & Implementation

- Design, develop, and optimize complex Workato recipes, callable recipes, API endpoints, and reusable integration components.
- Build integrations across enterprise applications such as Salesforce, Workday, SAP, NetSuite, ServiceNow, and other SaaS/on-premise systems.
- Develop custom connectors using Workato Connector SDK and REST/SOAP APIs when required.
- Implement data transformations, validations, lookup tables, and complex business logic.
- Establish robust error handling, retry mechanisms, monitoring, and alerting frameworks.
- Lead unit testing, integration testing, UAT support, and production deployments.

4. Technical Leadership & Delivery Ownership

- Independently own integration deliverables from requirements through production stabilization.
- Provide technical guidance, conduct code reviews, and mentor junior developers.
- Collaborate with project managers, architects, and business teams to manage priorities, dependencies, and delivery commitments.
- Troubleshoot complex integration issues and drive root cause analysis.
- Ensure documentation, knowledge transfer, and operational handover are completed.

Required Technical Skills

- Strong hands-on experience in Workato recipe development, orchestration, and integration architecture.
- Experience designing enterprise integrations using REST APIs, SOAP services, JSON, XML, webhooks, and OAuth 2.0.
- Proficiency in data mapping, transformation, error handling, and integration troubleshooting.
- Experience with Workato Connector SDK, custom connectors, API Platform, and reusable recipes.
- Strong understanding of enterprise integration patterns, asynchronous processing, and event-driven architectures.
- Experience integrating CRM, ERP, HRMS, and ITSM applications.
- Familiarity with CI/CD practices, environment management, version control, and deployment processes.
- Ability to create architecture diagrams, technical specifications, and implementation documentation.

Required Functional & Leadership Skills

- Demonstrated experience independently conducting business requirement discussions and technical discovery workshops.
- Strong analytical skills with the ability to translate business needs into practical integration solutions.
- Excellent communication and stakeholder management skills.
- Ability to present technical designs and architectural recommendations to business and technical audiences.
- Strong ownership, problem-solving skills, and ability to manage multiple integration initiatives.

Preferred Qualifications

- Workato Automation Pro certifications (Level 1, Level 2, or Level 3).
- Experience with Workato Embedded, API Management, or Agentic AI/MCP integrations.
- Prior experience working in a consulting or client-facing delivery environment.
- Knowledge of enterprise architecture frameworks and integration governance best practices.

Key Expectations

The successful candidate should be capable of operating as a **hands-on Integration Architect**, independently driving business requirement discussions, owning architectural decisions, and delivering high-quality Workato solutions without relying on a separate solution architect for day-to-day technical design.

The role requires approximately equal emphasis on solution architecture, stakeholder engagement, and hands-on development, with end-to-end accountability for integration delivery.