

# RPA Consultant — Microsoft Power Automate Desktop

Endurium Advisors, LLC | Remote | Contract (with opportunity for W-2)

## About Endurium

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Endurium is a consulting firm dedicated to helping clients maximize their business potential. We drive measurable improvements in profit and performance by aligning people, processes, and technology. Our client-centric approach enables organizations to operate more efficiently, make informed decisions, and deliver exceptional value to their customers.

We are seeking an experienced RPA Consultant with deep expertise in Microsoft Power Automate Desktop (PAD) to join our growing automation team at Endurium.

In this role, you will design and deliver automation solutions while working directly with clients to understand business processes, identify high-impact automation opportunities, and translate requirements into scalable solutions. You will act as both a hands-on developer and a trusted advisor, helping clients improve efficiency and drive measurable business outcomes.

This is a highly visible role that requires strong technical skills, business acumen, and the ability to communicate effectively with both technical and non-technical stakeholders.

## Key Responsibilities

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### Client Engagement & Business Analysis

- Lead client discovery sessions to understand business processes and identify automation opportunities
- Translate business requirements into technical automation designs
- Advise clients on automation feasibility, best practices, and expected ROI
- Present solutions, demos, and results to stakeholders in a clear and professional manner
- Build strong relationships with clients as a trusted automation advisor

### Automation Development (Power Automate Desktop)

- Design and develop end-to-end automation solutions using Microsoft Power Automate Desktop
- Build robust, scalable bots with proper exception handling, logging, and recovery mechanisms
- Develop reliable UI and web automation using dynamic selectors and fallback strategies
- Ensure automation solutions meet performance, security, and scalability standards in production environments

### Delivery & Ownership

- Own automation projects from discovery through development, testing, deployment, and client handoff
- Collaborate with business analysts and internal teams to scope and estimate work
- Participate in code reviews to maintain quality standards and share knowledge
- Create clear technical documentation and knowledge transfer materials

### Monitoring & Optimization

- Monitor bot performance and troubleshoot failures in production
- Analyze logs and metrics to identify issues and continuously improve automation performance

- Identify opportunities to enhance or expand existing automations

## Required Qualifications

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- 3+ years of hands-on RPA development experience, including significant experience with Microsoft Power Automate Desktop
- Proven track record of delivering multiple end-to-end automation solutions in real-world, production environments
- Strong expertise in PAD workflow design, triggers, actions, and desktop/web automation capabilities
- Demonstrated ability to build stable UI automation using dynamic selectors and fallback mechanisms
- Strong analytical skills with the ability to break down complex business processes into automation solutions
- Experience working directly with clients or business stakeholders in a consultative or advisory capacity
- Strong business acumen, with the ability to evaluate processes for automation potential and prioritize based on impact and ROI
- Solid experience working with data structures and formats (strings, data tables, JSON, CSV, XML) within automation workflows
- Experience with debugging, error handling, and performance optimization
- Excellent communication skills, with the ability to explain technical concepts to non-technical audiences

## Nice to Have

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- Experience with scripting languages such as Python, PowerShell, C#, or JavaScript
- Familiarity with API integrations (REST/SOAP), including authentication and data parsing
- Experience working in Agile development environments
- Exposure to broader Microsoft Power Platform (Power Automate Cloud, Power Apps, etc.)

## What Success Looks Like

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- You independently deliver high-quality automations that run reliably in production
- You confidently lead client conversations and translate needs into effective solutions
- You proactively identify new automation opportunities for clients
- You improve business processes — not just automate them
- You are seen by clients and teammates as a trusted automation expert

## Why Join Endurium

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- Opportunity to work directly with clients and make a measurable business impact
- High ownership and visibility across projects
- Collaborative, growing automation practice with room to expand your role
- Focus on practical, real-world automation solutions — not just theory

**Job Type:** Contract

**Work Location:** Remote

**Hours:** Aprox 30-40hrs/wk depending on client/project needs