



TEK08959 (Oracle - 5 + Year)

 BTech

Highlights

- **Oracle Fusion HCM Techno-Functional Consultant** around 5+ years of experience out of 4 years which is in to experience
- as HCM Functional Consultant in implementation & configuration projects of Fusion HCM modules and 1.5 years into support project.
- Dedicated and results-driven Oracle Fusion professional with over 5+ years of experience in implementing and managing Oracle Fusion applications.
- Proven expertise in leading successful full-cycle implementation projects, optimizing business processes, and delivering innovative solutions.
- Seeking a challenging role to contribute my skills and experience to drive business success.
- **HCM Consultant** with an experience of 4+ years in various modules
- Worked on the up gradation of projects on different modules.
- In House Projects Ireland, United Kingdom, Singapore, United states, India
- Well Versed with general business processes and Business requirements.
- Experience in Oracle Fusion HCM - Functional Setup Manager, Enterprise structure configuration,
- Employment model, Workforce structures, Employee Self Service (ESS), Manager Self Service (MSS), and Personalization.
- Hands on experience on Absence Plan & Type creation
- Hands on Experience on Eligibility Profile creation & Derived factor
- Hands on experience on Job Application Flows & Career Site's creation
- Hands on experience on Requisition & Requisition Template Setup.
- Hands on experience on Candidate selection process (CSP)
- Hands on experience on Checklist & Journey configuration.
- Hands on experience on Job Offer creation & Recruiting content library
- Handling the security aspect in Core HR e.g. Role Provisioning, Assigning Data Roles and Duty Roles to various users and creating Security Profiles.
- Experience in creating value sets and using them in flex fields like Descriptive, Extensible.
- Good interpersonal skills and team player and Self-motivated and quick learner of new concepts and technologies
- Identifying the business requirements and align them to Oracle cloud/Fusion HCM Application.
- Well versed with Fusion Workflows configurations in TAC as well as BPM Level
- Well versed with of the fusion securities like roles, AOR.
- Use Oracle Support to check for issues and solutions and log SRs on Oracle Support.
- Project Management activities like status reporting, data collection, inter-group coordination, escalation management and maintaining SLAs.
- Communicate project issues / concerns to leads.
- Perform system testing.
- Good hands-on experience on Absence Management Module
- Excellent hands-on experience in all loaders to load various business Objects as per the requirement.
- Provide work around for functional issues to ensure Business continuity.
- Having a Knowledge on HCM extract and worked for some support issues.
- Created few User entities
- Developed extracts for basic requirements.
- Extensively worked on HCM Extracts for data analysis and third-party integrations.
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Skills

Primary Skills

- Core HR (Core Human Resources)

Secondary Skills

- HCM (Human Capital Management)

Other Skills

Extensive experience in **Oracle HCM Techno- Functional consultant** with large enterprises involving extensive

Requirement Gathering, Analysis, Implementation and Go live (**Current version: R13 24A**)

of **Oracle Human capital management (Core HR), Absence management, Oracle Recruiting Cloud (ORC),**

Security, HSDL Modules & HDL loaders,OTBI Report and BIP report

Projects

Project-1 - IT Industry (24 months)

- Core HR, Absence, Security and Taleo implementation, understanding client requirement and system configurations.
- Supporting users with the resolution of functional system issues and queries as required.
- Supported Oracle Recruiting Cloud issues, like Job applications flows, Career Site issue.
- Communication and Co-ordination with the client, on-site team members and the project lead providing updates and findings.
- Preparation of Core Configuration, User Manuals and Training guides for Succession Planning module.
- Configuration of Spreadsheet loader & HCM data loader in Fusion Applications.
- Strong work experience on Oracle Workflows configuration.
- Configured Absence Types, Plans, Categories, Patterns.
- Preparation of Custom Job Roles for Employee to provide access to restricted list of Subject areas.
- Responsible for setup of Work Structures (Grades, Jobs, Positions, Organization, Employee creations and Security Profiles).
- Hands on experience in Personalization.
- Effectively worked with Oracle support team to resolve product related issues and bugs.
- Worked Job Application flows & Candidate selection process.
- Worked on Career Sites & Job Application flows.
- Imported HCM Data into Fusion Applications using HDL Configuration and modification of Approval processes in Business Process Management.
- Preparation of UAT testing scenarios.
- Developed Basic HCM Extracts.
- Resolved day to day issues in the HCM module.
- Working on SR's and sharing the resolution for it

Project-2 - IT Industry (42 months)

- Handling the security aspect in Core HR e.g. Role Provisioning, Assigning Data Roles and Duty Roles to various users and creating Security Profiles.
- Expertise in developing Workflow in BPM Worklist.
- Worked on the Security part as well like Area of responsibility and role-based security.
- Worked as security admin to enable/disable roles to Live users and test users.
- Coordination between integration and OPS system from Oracle system
- Coordination between Taleo system from Oracle system.
- Well versed with the setup of Enterprise Structures - Location, Organization, Job and Department in HR.
- Good working experience in creation of DFF and EFF and Custom Value Sets.
- Worked on legal entity and assign business unit to legal entity.
- Solution design as per business requirement through Personalization/customization.
- Configured the Absence Management module to enable the Vacation Plans.
- Instrumental in the setup of Absence Type, Absence Plan, Absence Category, Holiday Calendar, Work Schedules, Eligibility criteria etc.
- Involved in the defining of absence plans as per the client requirement both Accrual absence and qualification plans.
- Preparing test scripts for HCM transactions to enable end users to test functionalities.
- Configured Workflows as per the business requirement and implemented expire & Escalations mechanism to avoid delay in transactions complete.
- Worked on Fusion HCM utilities like **HCM Data Loader** (HDL) and Spreadsheet data Loader.
- Participates in throughout system integration testing and resolves the error within defined SLA.
- Developed HDL files to load the data.
- Involved in the Roles and Security configuration.
- Involved in the value sets configuration.
- Experience in Developing **Fusion Workflows**.
- Experience in Developing **Fusion Value sets, Lookups**.
- Developed OTBI Reports
- Worked as Prod Support and handled three countries.

?Take ownership of the tickets and resolve the issues for the customers depending on the severity.

- Coordinate with various system owners to make changes at their end.
- Involved in gathering requirements and prepare functional and Technical. document for development.