



Senior Lawson Developer

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Senior Lawson Developer – Cendien – Lawson Experts

Lawson Professional Services

- PMP / PMI - Project Management Professional Certified (June 2004)
- PMI active member since July 2003
- IT Project Management Certified (Aug 2000, Superior Institute)
- Over 18 years of experience in Information Systems
- Over 15 years of experience in project management, Healthcare Information Systems (HIS) & related, process reengineering, implementations and upgrades.
- Lawson CUE 2006 (9.x Release)
- Over 8 years on Lawson HR/PR.
- Lawson HR / Payroll Certified
- IT Engagement Management and Project Management with multi-disciplinary teams (Largest client: over 28,000 employees) – HR/PR, Benefits, Procurement, Financials, IT development, conversions, interfaces, and other.
- Extensive experience in managing successful large scale IT projects
- Information Systems Strategic Planning
- Expertise in Lawson HR/PR for US and Canada (Healthcare)
- Experience using Project Management Institute (PMI's PMBOK), SDLC, and Rational Unified Process (RUP) based project management methodologies
- Experience with application service providers (ASP)
- Interfaces & conversions
- Benefitfocus / eBenefitsNow interfaces (benefit management application)
- Interfaces with Time Attendance Systems: Kronos, ANSOS, ESP/TCT, & Other
- Lawson SEA Web Service Centers: Employee/Manager Self Service, Customer Self Service, Vendor Self Service, Procurement Self Service, and Financial Self Service.
- Multi-platform System Integration

Lawson Clients / Experience

Health Care Client

Portfolio manager / Project Director / Sr. Project Manager to Current

Responsibilities:

- Manage business users, IT analysts, developers, QA and UAT testers for all project phases from inception, definition, construction, deployment, production, to warranty.
- Manage all steps in the system development life cycle (SDLC) from project funding, business requirements, developer integration testing, test planning, construction, system test, user acceptance test, to production
- Manage business, IT and vendor relationships at senior management, management and user levels
- Develop project proposals and ROIs for new project requests
- Project prioritization and sizing

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- Resources utilization
- Develop and present project reporting visuals
- Works closely with the Business in establishing the project work parameters, including:
 - Identifying technical and non-technical deliverables and work products
 - Effort, cost and duration estimates for completing deliverables
 - Identifying and committing resources for the project, as needed
 - Document status of and updated estimates to complete deliverables, as well as issues and risks.
- Develop project charter
- Transform the vision set forth in the project charter into a detailed set of requirements.
- Work with the stakeholders and project team to:
 - Identify requirements
 - Identify functional specifications
 - Develop the project plan, including: Change control plan, work breakdown structure, risks, issues, assumptions, constraints, roles and responsibilities, communication plan, contact list
- Work with other divisions or outside organizations to procure the necessary resources.
- Establish regular team meetings with agendas, meeting minutes, and status reports to the team leads, stakeholders, or anyone else identified in the communication plan.
- Identification of activities, tasks, and milestones, and the assignment of resources
- Continually monitor the project's progress and success, along with any risks or issues associated with the project.
- Document the progress of the project, update project plan materials on an ongoing basis, provide status reports to the project team and project stakeholders, escalate or mitigate risks and issues as necessary.
- Ensure that all IS and Business deliverables have been completed in accordance with the project management plan, and approved.
- Review the original objectives, deliverables, requirements, and success criteria to determine whether or not the project was a success.
- Identify and document lessons learned
- Archive project all information

Other:

- Manage multiple, multidisciplinary teams (35-75 members) that include functional areas, developers, testers, consultants, HR/Payroll, Finance, Procurement, vendors, etc.
- Manage relationships between client & vendors, and Application Service Providers (ASP)
- Project Manager for the 1st Lawson Canadian health care client to implement HR/PR (8.0.2).
- With over 30 custom programs.
- Interfaces from Benefitfocus, Kronos, ANSOS, Excel for time records, and others
- Define best business practices
- Recommend implementation approach
- Define and manage budgets
- Monitor cost / schedule problems and address variances
- Advise and assist clients with setup for HR, Payroll, Personnel, Benefits, Time Accrual, Training Administration modules, Lawson SEA Web Employee/Manager Self Service

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- Provide assistance and recommendations in the implementation of any necessary systems external to Lawson, such as reporting tools, bank reconciliation files, direct deposit transfers, tax software (such as BSI, Kronos, Excel Temporary Solution, etc.), 3rd party check printing solutions, time and attendance software, 3rd party benefit management software.
- Business Development.

Health Care Client

Sr. IT Project Manager, Advanced Technologies Team / Lawson HR/PR Practice Leader

Lawson HR/PR Management Consultant – Health Care Industry (nation-wide)

As a Practice Leader for our Human Resources (HR) and Payroll (PR) Consultants, my responsibilities included:

- Manage Lawson HR/PR Management Consultants for our practice
- Manage utilization,
- Manage budget,
- Assist in short and long term resource allocation to clients nation-wide
- Manage billable and non-billable HR/PR consultants
- Market our services

As a Sr. IT Project Manager and Lawson HR/PR management consultant

My skills and accomplishments included: (client sizes: 1,200 to 28,000 employees)

- Review business / projects performance reports
- Define project scope charter
- Define best business practices
- Define Project Objectives
- Recommend implementation approach
- Develop project plans
- Define resource requirements
- Define and manage budgets
- Monitor cost / schedule problems and address variances
- Facilitate team meetings
- Ensure issues are documented, escalated, and resolved in a timely manner
- Provide remote and on-site management consulting services for nation-wide clients
- Lawson HR certified
- Assist clients implementing Lawson HR modules for between 1000 to 18,000 employees
- Provide clients with project management assistance.
- Conduct business needs assessments, business process reviews and readiness assessments.
- Advise clients with setup for HR/Payroll, Personnel, Benefits, Time Accrual, Training Administration modules, SEA Web Service Centers, etc.
- Assist clients with the development of payroll pay plans, pay codes and calculation types deduction codes and calculation types, required deduction codes, job codes, pay classes,

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deduction classes, job classes, pay summary groups and pay summary group relationships, tax authorities and taxation overrides

- Create a Lawson payroll cycle processing steps list for clients to use during and after the go-live period
- Develop the HR company setup for multiple HR/payroll companies using multiple GLs in a large integrated healthcare system.
- Develop new policies and procedures for the Lawson HR/Payroll System including additional Lawson modules used by the client
- Assist clients with the development of benefit plans, flex plans, entry rules, change rules, automation rules and deductions
- Assist clients in the development of reports using the Lawson HR Report Writer
- Provide support and training during, after the implementation process, and during the crucial go-live period
- Assist with the implementation process, including conversions and interfaces.
- Assist in the conversion process from other financial, human resource and payroll systems, and assistance in the development of conversion criteria and validation testing of the converted data
- Provide assistance and recommendations in the implementation of any necessary systems external to Lawson, such as interfaces, reporting tools, bank reconciliation files, direct deposit transfers, tax software (such as BSI, Kronos, etc.), retirement plans, and time and attendance software.
- Assist with test environments necessary to provide support throughout the implementation period
- Assist in the development of security procedures for assignment and setup
- Assist with program modifications to the Lawson HR/Payroll system
- Advise clients during the system testing period of the Lawson HR/Payroll system installation and assistance in the validation of the converted data
- Conduct post-implementation reviews

Health Care Client

Project Manager / Software Specialist

(All responsibilities are in a Multi-Facility & Multi-Departments environment)

- Coordinate all projects, implementation team efforts, and other resources to ensure that headlines and budgets are respected.
- Business process reengineering
- Conversions to new systems
- Plan and control resource utilization & allocation, network usage and connections
- Analyze, evaluate, and prioritize: equipment needs, problems, preventive and corrective maintenance, installations, software and report development, etc.
- Analyze cost vs. benefits - short and long term
- Manage security access on Meditech, MSM, Novell and all other systems. - Define and create different levels of security along with different menu groups for each user.

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- Responsible for developing, implementing, maintaining, upgrading and improving software applications throughout financials, pharmacy, purchasing, inventory, employee scheduling, and all other modules.
- Automate production of reports on all platforms using different programming language and tools.
- Provide technical support to users.
- Act as a consultant to management, auditors, users, etc.
- Determine software and hardware needs for the corporation. Propose the most feasible solutions to user needs.
- Control resource utilization, manage databases and ensure data integrity, identify and resolve all potential problems,
- Create and maintain policies and procedures.
- Train key users (using train the trainer philosophy)
- Develop specialized programs using different programming languages.
- Meditech & other system expertise / certifications: OPS, MIS, GL, Payroll/Personnel, Accounts Payable, Fixed Assets, Billing/Accounts Receivable, Materials Management, Pharmacy, Materials Management for Pharmacy, Advanced NPR

Financial Institution Client

Project Manager / Information Systems Auditor – Audit Automation Department.

- Coordinate team efforts to ensure that the deadlines are respected.
- Analyze, develop, coordinate & and implement complex development projects.
- Determine the key areas where « self auditing » systems would be beneficial and present specifications to the Systems Development department.
- Computerize the Internal Audit department
- Automate the audit process to maximize efficiency.
- Participate in branch audits in order to get a global picture of the audit process and recommend new ways to improve the audit process.
- Audit Montreal Trust's banking and financial systems following guidelines defined by our external auditors. (Integrated approach)
- Design and develop CAATs (Computer Assisted Auditing Techniques), database analysis, extraction, and sampling on the banking and financial systems of Montreal Trust.
- Analyze the needs of our department in terms of hardware and software.

Financial Institution Client

Network Systems Analyst

- Responsible for software and hardware user support on all platforms. (PCs, LANs, WANs, etc.)

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- Responsible for banking, financial, management support, administrative and stand alone systems.

Pharmaceutical Client Consultant / Analyst

- Programming & Analysis.
- Analyze needs, software & hardware installation,
- Develop financial analysis and report automation systems.)
- Other: Healthcare, doctor billing systems for Medicare: Install, configure and train users.

Federal Government Client Systems Analyst

- Design, develop, and implement financial systems. Ex: Budget Control System for the finance Dept

Other: responsible for user support, hardware and software installations, user training, act as a consultant for Purchasing, member of the Financial Planning Committee, create documentation, etc.

Lawson Education / Certifications

Project Management Professional (PMP) Certified June 2004
Project Management Institute (PMI)

Lawson HR/PR Certified October 1998
Lawson headquarters, Minneapolis-St-Paul. Certification includes: Human Resources, Payroll, Personnel, Benefits, Time Accrual, Training Administration and HR Report Writer

Masters Degree (MBA) (on hold) Started September 1997

Bachelor in Applied Computer Science / Computer Engineering

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Addison, TX 75254
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