



## Senior Lawson Developer

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## Senior Lawson Developer – Cendien – Lawson Experts

### Lawson Professional Services

- Lawson HR/Payroll versions 7.1, 7.2, 8.0, 8.0.3, and 8.1
- Clients in Health Care, Manufacturing, Consulting, State Government, and Higher Education
- Project manager, functional lead, technical lead, analyst, designer, developer
- Functional requirements gathering, including research, analysis, and tracking
- Data conversions and mappings from legacy systems to Lawson
- Custom programming using MicroFocus COBOL 4GL and Lawson APIs; user exits and invokes
- Custom interfaces to and from Lawson (outbound and inbound)
- Custom 4GL reports
- HR/Payroll/Benefits set ups (functional role)
- System and parallel testing
- Programming specifications and procedures documentation
- Lawson system administration and security
- UNIX shell scripting
- Data warehouse design
- Mentor and train client staff on Lawson data model, functionality, and programming techniques

### Lawson Technical Skills

#### HARDWARE/OS

HP9000 (UNIX), Sun Solaris (UNIX), IBM RISC/6000 (AIX); DEC/VAX (VMS); Sequent 790 (DYNIX/PTX); PC (Windows NT/XP, OS/2)

#### SOFTWARE

Lawson HR/Payroll, MicroFocus/COBOL, Lawson 4GL, LID, Portal, TOAD/SQL/SQLPLUS, MS Add-ins, MS Office, PVCS, Continuous/CM, Lotus Notes, Windstar Tax Navigator, ETL tools

#### DATABASES

Oracle, DB2, Sybase, MSAccess (Jet)

### Lawson Clients / Experience

#### Health Care Client:

##### Senior Technical Consultant

Lawson HR/PR 8.1 on Unix platform and Oracle database. Developed design specifications for payroll history and absence management conversions; coded programs to convert client payroll history and absence management balances to Lawson. Responsible for running conversions and reconciling data with users. Wrote design specifications for position user fields for Kronos and coded custom program to convert user fields to Lawson. Responsible for running user field conversions and reconciling data with users. Wrote functional and technical specifications for numerous third party and internal interfaces, and subsequently designed and developed said interface programs. Responsible for

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system integration and parallel testing. Set up job streams to run interface programs, back-up and archive files, and scheduled recurring jobs. Mentor client staff, and assist in production support.

#### Health Care Client

##### Senior Technical Consultant

Lawson HR/PR 8.1 on Windows NT and SQL Server database. Hired for short, post-implementation assignment to rework security. Reviewed and corrected deficiencies in security setup and established report drill-around security. Performed security audit and provided written assessment with recommendations. Modified Lawson ESS Life Events javascript to implement client-desired customizations. Met with external vendors to ascertain the feasibility of interfacing between their systems and Lawson; as a result, provided recommendations for interfaces and developed associated scope documents.

#### Private Sector Client

##### Senior Technical Consultant

Provided part-time support and maintenance for Lawson 8.0.3 HR/PR on Unix platform and Oracle database. Resolved several payroll issues resulting from client's recent upgrade. Designed and developed interfaces between Lawson and Ellipse time and attendance system. Designed and developed interfaces between Lawson and the client's bonus system. Designed and developed benefits interfaces to health and prescription benefits providers. Modified workflow for personnel transaction notices.

#### Health Care Client

##### Senior Functional Consultant

Lawson HR/PR 8.1 implementation on Unix platform and Oracle database. Set up benefit plans, coverage options, rates, and automation rules. Led benefits user acceptance testing. Responsible for benefits data conversions including design and development of custom data mapping programs. Participated in preparing test cases and assisted client staff in executing user acceptance, system, and parallel tests.

#### Health Care Client

##### Senior Technical Consultant

Lawson HR/PR 8.1 implementation on Unix platform and DB2 database. Designed and developed numerous custom interfaces including custom programs that invoke Lawson on-line forms. Designed and developed a leave of absence request system that included process flow. Worked with Process Flow consultant to provide proper status code settings for automating workflow. Provided extensive assistance and mentoring to client staff on program designs, Lawson 4GL, APIs, and utilities. Routinely represented the client interfaces lead in weekly meetings with users. Designed and developed an interface control and audit system to track interface status (last run date, record counts, initiator, recipient, etc.) for all client interfaces including Financials and HR/PR. Designed the file transfer process and file archiving method for all interfaces. Worked closely with Lawson Financials and Procurement modules.

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### Higher Education Client

#### Senior Technical Consultant

Lawson HR/PR 8.1 implementation on Unix platform and Oracle database. Designed and developed custom time entry system to provide time entry capability desired by the university. Designed and developed benefits interfaces. Participated heavily in system testing. Implemented Tax Navigator system to handle domestic taxation of foreign nationals including data conversions from the legacy system to Tax Navigator. Also designed and developed interfaces between Tax Navigator and Lawson HR/PR.

### State Government Client

#### Senior Technical Consultant

Lawson HR/PR 8.0.1 implementation on Unix platform and DB2 database. Mentored and provided expertise to client system administrator in areas of security, job scheduling, and Lawson utilities. Designed and developed numerous custom interfaces. Developed programs to invoke Lawson on-line forms. Wrote user exits to provide functionality not available in Lawson-delivered programs.

### Health Care Client

#### Interfaces Lead

Lawson HR/PR 8.0 implementation on Unix platform and Oracle database. Wrote technical specifications for 15 internal and external interfaces. Designs were for 4GL programs and Business Components Integrator (BCI) programs. Consulted closely with programmers and was responsible for all on-site testing of said programs. Mentored several client staff on Lawson functionality, utilities, job scheduling, and security.

### Software Consulting Client

#### Senior Technical Consultant

Lawson HR/PR 8.0 implementation on Unix platform and Sybase database. Designed and developed technical specifications for internal and external interfaces. Developed several interfaces and numerous reports using Lawson 4GL tools and MicroFocus COBOL. Assisted in functional set up of benefits and payroll. Responsible for data conversion loads into Lawson including error resolution.

### Materials Manufacturing Client

#### Information Systems Manager

Managed HRIS IT team. Led the implementation of Lawson 7.1.3 HR/Payroll applications. Responsible for legacy system extracts, conversions, system and parallel testing, interfaces to other internal systems and external third parties, and reports. Performed extensive hands-on technical development, in addition to team management duties. Wrote functional and technical specifications. Oversaw programming performed by team. Programmed using MicroFocus COBOL in the Lawson development environment. Designed and developed shell scripts to automate and execute HR/Payroll processes, including e-mail notifications. Participated in status and team meetings, and

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prepared status reports and work plans. Worked closely with Oracle DBAs and system administrators. Performed management duties such as budgeting and performance evaluations.

### Computer Sciences Client

#### Quality Assurance and Configuration Management Analyst

Developed project processes to achieve level 3 of the Software Engineering Institute's (SEI) Capability Maturity Model (CMM). Wrote and reviewed Quality and Configuration Management plans, and standards and procedures. Participated in process definition and improvement activities to increase project efficiency and effectiveness. Performed change management tasks using Continuous/CM to document, track, and monitor software and documentation changes.

### Construction Materials Client

#### Systems Analyst/Project Leader/Programmer-Analyst

**Project Manager, Human Resources Information System (HRIS).** Managed the HRIS, including payroll, personnel, benefits, and training. Managed and led software development activities of HR and payroll projects from requirements gathering to hands-on development and implementation. Supervised programmer/analysts.

**Lotus Notes Analyst and Developer.** Designed and implemented a resume tracking system, and a customer and contact tracking system. Developed on-line application user manuals, training materials, and conducted user training.

**Programmer/Analyst.** Lead programmer in development of the Human Resources Information System (HRIS). Supported and maintained the firm's Information System including human resources, payroll, general ledger, accounts payable and receivable, fixed assets, and project accounting.

## Education / Certifications

- M.B.A., Oregon State University, Corvallis; Emphasis: Management Information Systems
- B.A., Texas Tech University, Lubbock
- A.S., Linn-Benton Community College, Albany, OR; Major: Data Processing

## OTHER TRAINING

- FrontPage Web Page Publishing
- Java Programming / ColdFusion
- Lawson Web Employee Self-Service Centers Workshop
- Lawson Enterprise Employee Self-Service Center Web Applications

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## Lawson– CENDIEN Lawson Consulting and Staffing Services

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