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Senior Oracle Developer
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Senior Oracle Developer – Cendien – Oracle Experts

Oracle Professional Services

- Information technology professional with extensive business systems analysis and project management experience deploying and maintaining software technology and providing cost effective business solutions.
- Successfully interacts with management, customers, end-users and IT professionals to add shareholder value. Skilled at building strong, efficient, and self directed teams and completing projects at or under budget.
- Strong Project Leader (6+ years) and Senior Business Analyst (8* years) with strong team building skills, leadership abilities and excellent communications skills with customers and project team
- Proficient in scheduling tasks, resource allocation, managing within budget and delivery of project to completion.
- Highly estimated and respected by other co-workers in and outside the implementations team by the professionalism and the quality of work.
- Extensive experience implementing Oracle HRMS/Payroll and HR/Payroll solutions.
- Hands on Project Manager for full life cycle implementation of Oracle Human Resources (8.0 to 11.5.10).
- Hands on Project Manager for Lawson Software 7.2.5 (HR Structure, Payroll Process, Benefits Administration, General Ledger and HR Reporting) for full life cycle implementation replacing client's in-house written software. Conducted application exploration, planned, and performed business and system needs analysis, reviewed current setup in Lawson 7.2.5; developed a list of recommendations to optimize setup structure and streamline processing in Lawson 7.2.5. Charted the upgrade migration strategy for all Lawson Software. Provided consulting expertise to internal and external project team members, encompassing client requirements, gap analysis, module training, setup, documentation, and end user training.
- Delivered "hands on" training in person and remotely including training plans, needs analysis and performance objectives.
- Accomplished stand-up instructor with end-user training and systems documentation experience.
- Skilled at producing computer user manuals, system documentation, online Help, Intranet and Internet sites, technical marketing materials, documentation plans and design description.
- Experienced in analysis, design, development, implementation and evaluation of technical instructional materials.

Oracle Technical Skills

- Oracle HRMS/Payroll, SQL*PLUS, PLSQL Developer, MS SQL Query, DB2/400, Lawson Software 7.2.5 (HR Structure, Payroll Process, Benefits Administration, General Ledger and HR Reporting), Clarity, SharePoint, BusinessObjects, Crystal Reports, Brio, MS Access COBOL, TSO (Endeavor and FileAid), Revolve, PMO Governance Tool (Mercury), Test Director

(Mercury), TeamPlay (Primavera), Easytrieve, Data Modeling, Rational Suite Tools, Rational Unified Process (RUP) Methodology, Business System Analysis, Project Management, Business Case Creation, Business Requirements and Detail Function Requirements Management, Application and Development, Ad hoc Report Writing, Quality Assurance Testing.

Oracle Clients / Experience

Healthcare Client
Project Manager

- Responsible for the project from start to finish, coordinating with various departments and staff, both internal and external, to ensure successful delivery on target dates and adherence to company standards.
- Manage project to the approved budget.
- Manage projects and relationships between customers and internal stakeholders.
- Responsible for implementation of custom-built software projects from customer requirements to production.
- Monitor project status in Clarity and eRoom to ensure corrective action is taken on any task falling behind schedule.
- Monitor projects for any changes in scope as per the Change Control Process and determine impact to the Business Units or clients.
- Complete project status reporting and risk management reports.
- Audit project repository for required artifacts (e.g. sign-offs, design specifications, etcetera) are completed.
- Manage project team disputes through mediation, arbitration, and direction.
- Coordinate and collaborate cross-project interdependencies with other project managers.
- Coordinate and gather project sizing and task identification exercise.
- Monitor all project phases to ensure quality gates are met (i.e. key activities and deliverables are completed).
- Conduct business systems analysis, develop business processes, business requirements, functional requirements and communicate the needs of the business and user requirements with the IT professionals, various levels of management and Clients.
- Troubleshoot issues and determine solutions for clients.
- Responsible for deployment of projects including all testing and change control management.
- Develop User Manuals and Technical Manuals utilizing tools such as Adobe FrameMaker, MS Word, MS PageMaker, etc.
- Provide User Training to Clients via WebEX and Classroom instruction.
- Conduct software demo via WebEX to end users/clients and various internal staff.
- Recommend and implement improvements to systems and procedures.

Utilities Client
Sr. Business Systems Analyst/Consultant

- Provided consulting expertise to internal Users to enhance inventory/scheduling system (Oracle 9i), i.e., liquids/bulk products; inbound, outbound – tank truck, rail, barge, etc.

- Conducted meetings, brainstorming sessions, and present solution for small to large audiences.
- Solicited and understood business needs of the customers.
- Analyzed and documented business processes, communicate the needs of the business and user requirements with the IT professionals and various levels of management.
- Travelled to terminal location and implement inventory/scheduling system.
- Consulted with terminal field level personnel to ensure products are inventoried and scheduled correctly.
- Performed detailed system analysis and write clear and concise requirements/specifications in a fast paced environment.
- Performed data analysis using a variety of tools (e.g. SQL*PLUS, PLSQL Developer, MS SQL Query, MS Access, Business Objects and MS Excel).
- Provided support to customers for the inventory/scheduling system by researching and resolving issues.
- Provided support to customers for batch and online reports by researching and resolving issues.
- Develop User Manuals and Technical Manuals utilizing tools such as Adobe FrameMaker, MS Word, MS PageMaker, etc.
- Trained terminal field level personnel on utilizing inventory/scheduling system.
- Provide User Training to Clients via WebEX and Classroom instruction.
- Installed Business Objects application.
- Designed and developed reports using Business Objects.
- Supported and maintained existing Business Objects reports.
- Tested reports for accuracy.

Government Client
Sr. Business Systems Analyst /Consultant
- Led and facilitated the process of identifying customers' needs through requirement gathering sessions.
- Documented the allocated requirements in a Requirements Specification document (to include a Requirements Traceability Matrix).
- Conducted reviews with Senior Management on a periodic basis to discuss the activities for managing the allocated requirements.
- Ensured that changes to the allocated requirements were reviewed and incorporated into the software project.
- Incorporate all functional and detailed requirements in the Design Specification using the Requirements Specification.
- Designed and documented input and output file record layouts and screens.
- Designed and documented output formats for printed file records and reports and depict each position that the program/module is to print or display.
- Designed and documented each data field and verified that the data field is large enough to accommodate the largest possible value it might contain and to allow for possible expansion.
- Documented the detailed logic required by the program/module and all of its processing steps.
- Designed and documented the overall software process flow to include interfacing systems.

- Ensured the completion of the Design Specification.
- Ensured that new software is integrated with existing software.
- Developed test scenarios.
- Informed Project Manager of any identified risks pertaining to the project.
- Provided estimates to the Project Manager as requested.
- Attended project meetings, conducted peer reviews, and participated in product reviews of the Requirements and Design Specification documents.
- Resolved all action items assigned to Requirements and Design Specification documents resulting from product reviews and process audits.

Software Client
Consultant and Trainer
- Managed and coordinated the implementation project for Lawson Software 7.2.5 (HR Structure, Payroll Process, Benefits Administration, General Ledger and HR Reporting) for full life cycle replacing client's in-house written software.
- Conducted application exploration, planned and performed business and system needs analysis, reviewed current setup in Lawson 7.2.5; developed a list of recommendations to optimize setup structure and streamline processing in Lawson 7.2.5.
- Charted the upgrade migration strategy for all Lawson Software. Provided consulting expertise to internal and external project team members, encompassing client requirements, gap analysis, module training, setup, documentation, and end user training.
- Provided recommendations to clients on more effective ways/alternatives to implement their business solutions.
- Consulted with clients to resolve application design and data issues.
- Led and facilitated the process of identifying client business needs through requirement gathering sessions (JAD), regarding reporting requirements.
- Resolved business issues affecting the successful delivery of system software.
- Analyzed, defined and coordinated specifications/requirements for upgrades requiring IT support and systems solutions.
- Created use cases and scenarios for new and/or modified software releases prior to implementation.
- Created test plans and scripts utilized by QA team members to conduct product tests.
- Identified and provide end-user support (via telephone and in person) to resolve security access problems, programs errors and data issues.
- Managed and coordinated the implementation of CornerStone (HUD Property Management Software – Windows Based), HUD Control/Resident Receivables (HUD Property Management Software – DOS Based); in-house written application.
- Provided recommendations to clients on more effective ways/alternatives to implement their business solutions.
- Facilitated weekly applications planning meeting to ensure project milestones were accomplished.
- Worked as a liaison between application development, data planning and development, and change control staff to ensure application enhancements were applied to various environments.
- Developed instructional design and training curriculum for classroom and phone training.

- Designed and prepared training manuals, pre-assessment and post assessment exams and visual aids.
- Provided support to customers for batch and online reports by researching and resolving issues.
- Develop User Manuals and Technical Manuals utilizing tools such as Adobe FrameMaker, MS Word, MS PageMaker, etc.
- Designed and prepared Train-the-Trainer manual for front line clients.
- Delivered training in classroom settings, telephone training, and Interactive Virtual Classroom (WebEx).
- Delivered classroom training onsite and offsite (Travel 65% to Client's site).

Consulting Client
Sr. Business Analyst/Project Manager/Consultant
- Developed project estimates (MS Project).
- Managed and coordinated the implementation project for Oracle HRMS/Payroll for human resources information systems, full life cycle, Oracle 11.5.10.
- Led and supported a staff of fifteen team members.
- Saved employer 2.5 million dollars by managing and implementing client companies' restructuring.
- Provided consulting expertise to internal and external project team members, encompassing client requirements, gap analysis, module training, setup, documentation and end-user training.
- Provided application consulting, process analysis, application configuration test scripts and testing direction.
- Gathered requirements from end-users through JAD Sessions and researched and developed system requirements specification and detail functional requirements that were used for programming specifications.
- Developed process flows to solve business requirements, plus RUP methodology including project planning, business analysis, module design, data conversion, application setup to end user training.
- Developed new functionality specifications, resolved questions and problems, performed data conversion mapping and defined custom report for developers.
- Reviewed scope of changes in the areas of interfaces and custom reports.
- Developed and created custom Descriptive Flex fields required for capturing client's custom data demand.
- Provided System Administrative functions consisting of custom menu, responsibilities, report groups, and setting up users.
- Provided functional and technical support for Oracle Applications 11.5.10 ERP implementation, which included conversion.
- Provided general ERP consulting expertise and developed custom specifications and mapping.
- Developed the project plan and closely managed the project scope and schedule.
- Managed and coordinated the implementation and integration project for Lawson Software 7.2.5 (HR Structure, Payroll Process, Benefits Administration, General Ledger and HR Reporting) for full life cycle replacing client's in-house written software (G. B. Technology).

- Conducted application exploration, planned and performed business and system needs analysis, reviewed current setup in Lawson 7.2.5; developed a list of recommendations to optimize setup structure and streamline processing in Lawson 7.2.5 (G. B. Technology).
- Charted the upgrade migration strategy for all Lawson Software. Provided consulting expertise to internal and external project team members, encompassing client requirements, gap analysis, module training, setup, documentation, and end user training (G. B. Technology).
- Customized the Lawson Payroll Processing Module by adding detailed drop-down fields to meet user requirements (G. B. Technology).
- Customized the Lawson Financial and General Ledger Module by customizing Chart of Accounts to meet user requirements (G. B. Technology).
- Identified and resolved problems in conjunction with systems support for Lawson Software - Payroll Processing, Personnel Administration, Benefits Processing, General Ledger, and HR Functional Reporting.
- Consult with clients for new application development and systems' enhancements for multiple phase projects.
- Provide recommendations to clients on more effective ways/alternatives to implement their business solutions.

Oil Industry Client
Sr. Business Analyst/Consultant
- Provided hands on Oracle HRMS/Payroll for full life cycle implementation of Oracle 8.0 to 10.7
- Led and supported a staff of eight tem members.
- Provided consulting and implementation expertise to internal and external project team members, encompassing project management, client requirements, gap analysis, design, setup, documentation and module training.
- Provided consulting expertise plus RUP methodology including project planning, business analysis, module design, data conversion, application setup to end user training.
- Provided System Administrative functions consisting of custom menu, responsibilities, report groups, and setting up users.
- Identified and resolved problems in conjunction with systems support for various human resources systems and applications, HR/Payroll, succession planning, performance management, HR Employee Self Service, benefits open enrollment, vendor interfaces, and other incentive programs.
- Coordinated and participated in design, testing and implementation of upgrades as part of HRIS development or enhancements to production systems.
- Assisted with other project, i.e., Oracle Inventory, etc. with procedures, application processes, data conversions, and interface issues.
- Worked with Oracle HRMS/Payroll to setup the definition, management, and enrollment requirements for a broad set of customer-defined plan types, such as: Health plans (e.g., medical, dental, vision, prescription drug), Life insurance/assurance plans (e.g., group term life, dependent life, accidental death and dismemberment), etc.
- Analyzed, defined, and coordinated HRIS requirements for conversion to upgrades.
- Led the process of identifying client business needs through requirement gathering sessions (JAD).

- Analyzed, defined and coordinated HRIS specifications/requirements for upgrades requiring IT support and systems solutions.
- Collaborated with IT to analyze HRIS problems, recommended solutions, and assessed impact to other data systems.
- Maintained user and business requirements, project schedule, progress status and technology benefits on key projects and initiatives.
- Led the process of translating business requirements into detailed functional specifications.
- Collaborated with IT and users to identify requirements and specifications in preparation for Oracle upgrades.
- Met with end users regarding reporting requirements; created or re-designed reports in HRIS functional reporting generated reports (both standard and ad hoc) for all aspects of HR and Payroll.
- Developed canned, ad hoc and standard reports (Oracle 10.7 and Business Objects 4.0 – Business Objects 5.0).
- Created test plans and scripts utilized by cross-organizational teams to conduct product tests and ensure user requirements and company standards were met.
- Utilized Rational Rose and Rational Unified Process for gathering requirements, activity diagrams, use cases, artifacts and process flows.
- Designed UML use case diagrams and wrote text descriptions of use cases.
- Tested new and/or modified HRIS upgrades before implementation; ensured application and results are aligned to users' needs.
- Executed test cases utilizing SQL and PL/SQL queries.
- Utilized SQL for viewing records in databases and tables.
- Built and maintained database tables using MS Access, SQL and MS Excel.
- Utilized bug-tracking tool to insure data quality and integrity by conducting user acceptance and regression testing.
- Developed users' procedures and workflow of systems' enhancements utilizing data mapping techniques.
- Utilized Visio to develop systems' diagrams and process flows.
- Analyzed end-user training needs, develop training plan, procedures and guidelines, prepared training manuals and general or specialized training sessions training (Oracle 10.7 and BusinessObjects 4.0 - BusinessObjects 5.0; trained 300 HR User Community).
- Develop User Manuals and Technical Manuals utilizing tools such as Adobe FrameMaker, MS Word, MS PageMaker, etc.
- Participated in project/resource planning and coordination, managing the deployment of projects and initiatives for multiple projects.

Oracle Education / Certifications

COBOL Training, Certified
Bachelor of Arts: Liberal Arts

Oracle – CENDIEN Oracle Consulting and Staffing Services

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