Professional Summary

25 years of experience in the development and maintenance of Human Resources and Financial Systems including 11 years with SAP R/3 system. He started working with SAP in 1996 and is certified as SAP Consultant in the module FI. Mr. Quintero has participated in large full life cycle projects in various countries (total of 16 projects with 8 full life cycle projects). He has an outstanding knowledge in the configuration of Payroll (HR-PY) (USA 3 years and International 4 years), Time management (HR-PT), Benefits (PA-BN), Personnel Administration (HR-PA), Organizational Management (OM) and Personnel Development (HR-PD). He has a broad experience in the migration of SAP-Systems (SAP R/3 3.0 => SAP R/3 4.6C). Experience in ASAP Methodology: Business Blue Print; Configuration Plan, BPP (Business Process and Procedures), Testing Plan and End User Training Material. Good knowledge in modules FI and CO (Financials and Controlling) and understanding the integration with other modules like Fund Management, Sales and Distribution and BW.

Mr. Quintero additionally is an experienced ABAP/4 Developer in the HR module; including conversion and interface programs with external system.

Clients / Experience

Healthcare Client - SAP HR Senior Consultant

SAP R/3 HR
Final Preparation and Golive Support (USA Payroll). Configuration of items "Posting to financial Accounting". Upload the year to date balance for each wage type. Maintain the remuneration statement. Maintain Benefit integration. Re-design interface with external clock time Kronos. Off Cycle configuration for commission payment and car allowances.

Government Client - SAP HR Senior Consultant

SAP R/3 HR
Full life cycle project using the ASAP Methodology. In charge of: HR-PY (USA Payroll). Configuration of wage types, maintain of Processing and Evaluation Classes and general attributes. Cumulation Wage Types, cumulation intervals, deduction frequencies, recurring payments and additional payments. Wage type with deduction and balances; Arrears; Priorities; Benefits Integration; TAX factory: BSI Interface. Maintain Rules and Payroll Schemas. Design new Payroll Function. Garnishments Master Data; Garnishments processing. Accounting and Funds Management Integration, New Reports. Public sector functionality. Interface with external clock time system (Kronos). Parallel Testing. Process Review, Testing, and End-User Training; BBP delivered. Data Clean Up (Project completed in 9 months; 15 months live support). During the live support the Recruitment Module was implemented as well (HR-PA-RC),

Finance Client - Project Coordinator SAP HR

SAP R/3 HR
Provide project management for maintenance and support of HR-PA (Personnel Administration), Organizational Management (HR-OM), HR-PT (Time Management and Time Evaluation); HR-PY (USA Payroll); HR-BN (Benefits); ESS (Employee Self Service), BW.
Project Preparation to Roll Out SAP HR in Popular's Affiliate in New York, managing the design and resources.

Government Client - SAP HR Senior Consultant

SAP R/3 HR
Full life cycle project using the ASAP Methodology. In charge of: HR-PA (Personnel Administration), HR-OM (Organizational Management), PA-BN (Benefits); HR-PT (Time Management). Participation in Realization, Final Preparation and GoLive Phases according with ASAP Methodology. Organizational Management: define organizational unit; position, jobs, relations, integration with Funds Management and Cost Distribution. In Personnel Administration: configuration of Enterprise Structure, Payroll Areas, Actions, Contract Elements, Communications ID; Date types; Basic Pay; Monitoring task. Time Management: Holidays Calendar; Work Scheduler, Absences Catalog, Absences Rules, Quota, Time Evaluation. Design New Functions, Configuration of the Payroll posting process. Integration with accounting and Funds Managements. Benefits: Configuration of Health Plans, Savings Plans and Insurance Plans. Designed interfaces with vendors. Parallel Testing. Process Review, Testing, and End-User Training; BBP delivered. Data Clean Up.

Insurance Client - SAP HR Senior Consultant

SAP R/3 HR
Participation in Blueprint and Realization Phases according with the ASAP Methodology In charge of: HR-PA (Personnel Administration), Recruitment (HR-PA-RC), HR-PD (Personnel Development); Training and Events (HR-PE); Time Management and Time Evaluation (HR-PT): work scheduler, absences, quotas, maintain time rules and schema, interface with external clock systems (kronos); HR-BN (Benefits), HR-PY (Payroll), FI-TV Travel Management. Parallel Testing. Process Review, Testing, and End-User Training; BBP delivered. Data Clean Up.

Healthcare Client - SAP HR Senior Consultant

SAP R/3 HR
Full life cycle project using the ASAP Methodology. In charge of the configuration of Time Management (HR-PT): Work Scheduler, Absence, Quotas, and Time Evaluation using positive time evaluation. Benefit (HR-BN): Health Plan and Saving Plan. Payroll (HR-PY): Wage Types configuration, maintain rules and schemas. Design new payroll function for tax proposal. Integration with GL ESS. New Reports using legal specifications. Parallel Testing. Process Review, Testing, and End-User Training; BBP delivered. Data Clean Up.

Manufacturing Client - SAP HR Senior Consultant

SAP R/3 HR
Participation in Realization, Final Preparation and GoLive Phases of the ASAP Methodology. In charge of: HR-PA (Personnel Administration), Recruitment (HR-PA-RC), Time Management (HR-PT), Manager's Desktop. Implemented Enhancements, ABAP Programs. Design interface with external clock system (TIPAS). Parallel Testing. Process Review, Testing, and End-User Training; BBP delivered. Data Clean Up.

Finance Client - SAP HR Senior Consultant

SAP R/3 HR
Participation in BluePrint and Realization phase of the ASAP Methodology.
Implementation of Payroll (HR-PY-VE) and Time Management (HR-PT). Configuration/Design of schemas and calculation rules both in payroll as in Time Management. Configuration of Time Management functionality. Implementation of Benefit (HR-PA-BN) and Personnel Administration (HR-PA). Enhancements, ABAP Programs, Sapcripts, Catts.

Finance Client - SAP HR Senior Consultant

SAP R/3 HR
Full life cycle project. Audit and Quality assurance to HR-PA (Personnel Administration), Benefits (HR-PA-BN), Time Management (HR-PT), Payroll (HR-PY-VE). Testing consistency of process and items

SAP R/3 HR
Participation in BluePrint and realization phase of the ASAP Methodology.
Implementation of Payroll (HR-PY-VE) and Time Management (HR-PT). Configuration/Design of schemas and calculation rules both in payroll as in Time Management. Configuration of Time Management functionality. Parallel Testing. Process Review, Testing, and End-User Training; BBP delivered. Data Clean Up

Healthcare Client - SAP HR Senior Consultant

SAP R/3 HR
Full life cycle project using the ASAP Methodology. Implementation of Benefits (HR-PA-BN). Configuration of insurance plans, savings plans, health plans and miscellaneous plans. Design and Development of new infotypes for Claims Process. Design and Development of an interface from payroll to a legacy system out of SAP. Data conversion. Parallel Testing. Process Review, Testing, and End-User Training; BBP delivered. Data Clean Up.

Telecomunicaciones Client - SAP HR Senior Consultant

SAP R/3 HR
Full life cycle project using the ASAP Methodology. Migration project (SAP R/3 3.0F to 4.6C). Reconfiguration of new features and facilities in HR-PA (Personnel Administration) and HR-PD (Personnel Development). Redesign of batch-inputs to improve interfaces.

Financials Client
SAP HR Senior Consultant

SAP R/3 HR
Full life cycle project using the ASAP Methodology. Implementation of SAP R/3 HR. Configuration of HR-PA (Personnel Administration): Enterprise Structure, Personnel Data, Work schedules, Leave, Absences, Retirements. Design and Development of infotypes for termination and retirement. Data conversion. Identification and Design of interfaces between SAP R/3 HR and legacy systems. Design and Development of Interface for payroll and benefits. Parallel Testing. Process Review, Testing, and End-User Training; BBP delivered. Data Clean Up.

Government Client - SAP Technical leader

SAP R/3 FI and CO modules (3.0F)
Design and Development of interfaces between legacy systems and SAP. Data conversion. Design of extensions, reports and forms. Responsible for testing activities. Design of documentation and supervision of documents. Budget planning and control. Planning and supervision of projects

Education / Certifications

- SAP-020   SAP R/3 Overview
- SAP-040   SAP Architecture / Integration Workshop
- SAP-050   R/3 Basis Technology
- HR-050   Human Resources
- HR-305   HR Master Data
- HR-325   Benefits 4.0
- HR-350   Programming in HR
- HR-505   Organisational Management
- CA-091   ASAP R/3
- CA-500   Cross Application Time Sheet (4.0)
- CA-920   Developing Internet Applications
- BC-400   Introduction to ABAP/4 Development Workbench
- BC-420   ABAP/4 Development. Workbench and data interface
- BC-425   Enhancements and Modifications
- BC-430   ABAP/4 Dictionary
- D46HR5   Delta 4.6
- HR-250   Employee Self Service (ESS)
- AC-270   Travel management – Travel Expenses

- MY-301   MYSAP.com Workplace
- BW-210   BW-Configuration (2.0)
- HR-306   Configuration of Time Recording
- HR-311   Time Evaluation without Clock Times
- HR-390   Introduction to payroll
- HR-400   Payroll
- HR-417   Payroll Venezuela
- HR-580   Reporting in Human Resources 4.6C

SAP Consultants – SAP Software Consulting Services

CENDIEN – SAP SOFTWARE CONSULTING EXPERTS
14875 Landmark Blvd, #100
Dallas, TX 75254
(214) 245-4580

http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-001.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-002.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-003.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-004.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-005.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-006.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-007.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-008.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-009.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-010.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-011.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-012.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-013.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-014.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-015.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-016.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-017.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-018.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-019.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-020.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-020.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-021.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-022.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-023.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-024.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-025.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-026.pdf

http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-027.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-028.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-029.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-030.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-031.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-032.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-033.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-034.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-035.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-036.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-037.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-038.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-039.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-040.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-041.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-042.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-043.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-044.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-045.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-046.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-047.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-048.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-049.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-050.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-051.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-052.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-053.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-054.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-055.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-056.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-057.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-058.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-059.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-060.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-061.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-062.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-063.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-064.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-065.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-066.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-067.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-068.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-069.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-070.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-071.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-072.pdf
http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-073.pdf

http://www.cendien.com/apps/sap/resumes/sap-software-senior-consultant-074.pdf