MAIA DUBUQUE

972 Ruth Drive, Los Angeles, CA • +1 (555) 550 4925

WORK EXPERIENCE

SENIOR HCM CONSULTANT   02/2018 - PRESENT
San Francisco, CA

- Lead and manage the design, development and performance of Takeda's Global HCM System and related business data and processes. Focus on identifying trends, determining root cause of problems, predicting future implications and determining solutions to drive effective business decisions
- Support and manage the design, development and performance of Discover's core HCM System ([Workday) and related business data and processes. Focus on identifying trends, determining root cause of problems, predicting future implications and determining solutions to drive effective business decisions
- Partner with configuration partners, BT, and other third party consultants as need be, in developing and deploying of data interfaces/systems integration
- Create and manage requirements, design, configuration, testing, and support activities for core HCM solution
- Maintain assignment for Role and User-Based Security for employees and/or positions in the core HCM system
- Support release management, reviewing release summary and release readiness documents from solution vendors, identifying enhancements relevant to the core HCM domain, solution and impacts to downstream systems
- Collaborate with functional COEs and technical consultants to coordinate application of upgrade features or break-fixes in the core HCM solution domain and associated processes
- Support and manage relationships with HR & business stakeholders to proactively identify and address issues and provide timely support
- Maintain relationships, and support governance and process cadence with vendors and consulting partners

WORKDAY HCM CONSULTANT   12/2013 - 01/2018
Phoenix, AZ

- Act as a point of contact for system or project-based development and enhancement requests. Engages HR COEs and other departments (e.g. finance, business technology, corporate communication, legal, etc.) as need be, to understand current and future demands and ensure that HR is prepared to integrate with and support their initiatives, projects, and programs
- Support efforts to establish, document, and audit clear, consistent, and efficient processes for the maintenance, data integrity and security of HR-related information for workers including organizational structure management. Implement business process strategies for end-to-end HR processes to achieve efficiency, productivity and improved governance and control
- Support transition and decommissioning of legacy applications as required, ensuring future access needs, retention, and compliance per business requirements
- Strong understanding of all Master Data maintained in HCM system along with all other upstream and downstream business systems
- Provide project management support for decentralized projects, programs, and initiatives
- Design and develop user procedures, guidelines and documentation to support change management
- Train users as need be on solution - processes/functionality
- Maintain awareness of current trends in HRMS with a focus on product and service development, delivery and support, and applying key technologies. Through classes, training, use of collaborative tools at work, cloud communities, continuously increase both HR knowledge and HR Technology application/tools knowledge
- Seamlessly transition sold clients to designated client service team

LAWSON HCM CONSULTANT   05/2008 - 08/2013
San Francisco, CA

- Serve as client's valued advisor, building a strategic and personal relationship with key client decision makers
- As appropriate, work with client service team to serve client and retain business
- Communicate with leadership, providing field input on market trends, competitor analysis and other business intelligence
- Demonstrated industry consultative sales skills represented through proven sales results
- Strong skills in PeopleSoft Application Designer,PeopleCode ,Application Engine,PS Queries,Integration broker (App Messaging)
- Working knowledge of the full application lifecycle
- Strong SQL skills, ability to write and execute advance SQL (preferably Oracle database)
- Have knowledge of PeopleSoft security
- Provide quality formal and informal documentation consistent with client standards

EDUCATION

FRANCISCAN UNIVERSITY OF STEUBENVILLE   2003 - 2008
Bachelor's Degree in Computer Science

PROFESSIONAL SKILLS

- Strong project skills and/or team experience is desired
- Strong presentation, communication and listening skills are required
- Responsibilities include client identification through final invoicing for engagements requiring varied interpersonal and technical skills
- PeopleSoft (or other ERP) HCM implementation experience or functional user Workday experience
- Language skills: fluency in (Swiss)-German and English
- Experience in HR systems, including Core HCM, Talent Management including Performance Management and Goals, Compensation