**Issam Kobaia**

**EXPERIENCE SUMMARY:**

As a **PeopleSoft Technical Manager,** I Have over **29 years** of solid application development experience utilizing a variety of application development tools across various operating environments. In addition to an in-depth background as a Project Leader and Lead Analyst with a thorough knowledge of programming, I have been instrumental in PeopleSoft implementations, customizations and upgrades for over **22 years**. My PeopleSoft expertise is in the Technical area of both HCM & FSCM.

## **TECHNICAL SKILLS:**

* **Operating Systems:** IBM 3090/3390, MVS/ESA, HP UNIX, MS Windows, Windows NT
* **Database:** Oracle 9/10/11/12, SQL Server
* **Computer** **Languages:** COBOL II, PL/SQL, SQR, NVision, PeopleTools, PeopleCode, PS Query
* **Software**: PeopleSoft- PeopleTools, Human Resources, Payroll, Benefits, Financial & Supply Chain Management
* **Training Attended:** Oracle Cloud HCM Global, IaaS, PeopleSoft, Human Resources, Payroll, Benefits, General Ledger, Projects, PeopleTools, Application Engine, PeopleCode, Configuration and Administration, SQL/SQR

## **PROFESSIONAL EXPERIENCE:**

### **May 2017 to Present**

### **Freddie Mac - KPMG**

###### **PeopleSoft Technical Manager – 9.2 FSCM PeopleSoft Upgrade**

* As Project Technical manager, identify and document Data Impacts analysis that creates new tables or changes data structure of existing tables.
* Managed and guided the project technical team in developing and retro fitting all the necessary customization.
* Installed and configured the PUM server and applied the latest Image.
* Installed and configured Change Assistant and created the upgrade templates/jobs.
* Ran the upgrade job for both PeopleTools 8.55/8.56 & Application 9.2.
* Monitored and fixed any issues with the upgrade steps.
* Analyzed, worked on the fit-gap and assigned all customizations to developers.
* Held a facilitated a daily/weekly status call with the development, functional and PMO teams to go over the customizations and retire as many as we could due to the new delivered 9.2 functionalities and/or change the work procedures to fit the delivered vanilla processes.
* Reviewed current maintenance strategy and updated it for PeopleSoft v9.2 changes including PUM.
* Created and updated RICEW document.

### **February 2017 to May 2017**

### **Mass Eye & Ear Hospital - KPMG**

###### **PeopleSoft Technical Manager – 9.2 HCM PeopleSoft Implementation**

* As Project Technical Specialist, managing and guiding the project technical team with the remaining development tasks, resolving the majority of the defects and testing the fixes.
* Managing the cutover plan and tracking the progress daily and making sure all objects have been migrate, created and tested in production.
* Support the functional implementation team & tasks on everyday basis for any issues, data migration, and technical analysis and fix all the defects arise in production.
* Participate in the project Leadership meetings and discuss the project status and produce a weekly development status report.

**November 2015 to December 2016**

### **Southcoast Hospitals - KPMG**

###### **PeopleSoft Technical Manager – 9.2 HCM & FSCM PeopleSoft Implementation**

* As Project Technical Manager, managing and guiding the project technical team (15 members –Onshore and Offshore) in developing RICEW objects and resolving issues.
* Created, managed the cutover plan for the FSCM part and tracked the progress daily and making sure all objects have been migrate, created and verified in production. Held 2 calls a day during the go live to go over the progress of the plan and marked all the completed tasks and send out progress notifications to the entire team.
* Manage, prioritize and update the development sub-project plan and the RICEW scorecard, and providing weekly updates and status reports.
* Analyze and assign issues to the development team during the system, user and integration testing and providing status on each issue.
* Holding a facilitated 2 weekly status calls with the offshore development team and the PMO team.
* Interview all the onshore developers and send out recommendations for the Staffing plan.
* Track and verify the timesheets for all developers on a weekly basis and send out a tracking report for estimated, actual, executed and remaining hours.
* Support the functional implementation team & tasks on everyday basis for any issues, data migration, technical analysis and any other issues might arise.
* Review, write and estimate new technical specs for the RICE items (Reports, Interfaces, Conversions and Extensions).
* Conduct technical leadership meeting to discuss project plan and resources.
* Participate in the project Leadership meetings and discuss the project status and make suggestions on how we can improve the work and make sure to bring the project timelines and deliverables on time.
* Keeping track of the entire RICEW scorecard and follow up on any delayed tasks with the team and provide weekly status to management and team members.

### **April 2015 to November 2015**

### **The Hartford – Connecticut (BTRG)**

###### **PeopleSoft Technical Manager - 9.2 FSCM PeopleSoft Re-implantation**

* As Project Technical Manager, managed and guided the project technical team (6 PS developers and 5 Informatics developers) in developing RICEW objects and resolving issues.
* Managed, prioritized and updated the entire development sub-project plan and the RICEW scorecard and provided daily updates and status reports.
* Supporting the functional implementation team & tasks on everyday basis for any issues, data migration, technical analysis and any other issues might arise.
* Writing most of the new technical specs for reports, conversions and interfaces.
* Held a code review for each item with the developers and then with the client technical team.
* Met all the development of the conversions and interfaces deadlines.
* Analyzed, assigned all issues to the development team during the user and integration testing and provided status on each issue.
* Participate in the project Leadership meetings and discuss the project status and make suggestions on how we can improve the work and make sure to bring the project timelines and deliverables on time.
* Keep track of the entire RICEW scorecard and follow up on any delayed tasks with the team and provide weekly status to management and team members.

### **April 2014 to March 2015**

### **DCG – District of Columbia Government (PS Consultants Team of America/Visum Inc)**

###### **PeopleSoft Technical Manager/9.2 HCM & Tools 8.54 Upgrade SME**

* As Project Technical Manager and upgrade SME, managed and guided the project technical team in developing and retro fitting all the necessary customization and resolving issues during testing.
* Installed, configured and ran all the upgrade steps in Change Assistant.
* Analyzed, worked on the fit-gap and assigned all customizations.
* Held a facilitated a daily/weekly status call with the development, functional and PMO teams to go over the customizations and retire as many as we could due to new the delivered 9.2 functionalities and/or change the work procedures to fit the delivered vanilla processes.
* Working with Network team to install and configure PeopleSoft on the newly purchase hardware - Exadata/Exalogic and test the performance of the hardware.
* Install/Configure PeopleSoft Maximum Availability Architecture (MMA) on the new hardware (with the assistant of the network team).
* Lead the installation and setup of the HCM Data warehouse.
* Supporting the functional implementation team & tasks on everyday basis for any issues, data migration, technical analysis and any other issues might arise.

### **November 2012 to April 2014**

### **Intermountain Health Systems - PwC**

###### **PeopleSoft Technical Manager – 9.1 FSCM Implementation**

* As Project Technical Manager, managed and guided the project technical team (reached 45 members –Onshore and Offshore) in developing RICEW objects and resolving issues.
* Managed, prioritized and updated the entire development sub-project plan and the RICEW scorecard, including the SOA development tasks, and provided daily updates and status reports.
* Met all the development of the conversions and interfaces deadlines.
* Analyzed, assigned all issues to the development team during the user and integration testing and provided status on each issue.
* Held a facilitated a daily status call with the offshore development team and the PMO team.
* Provided a lot of support and helped in resolving a lot of the security issues.
* Created, managed the cutover plan for the project and tracked the progress daily and making sure all objects have been migrate, created and verified in production. Held a daily meeting to go over the progress of the plan and marked all the completed tasks and send out progress notifications to the entire team.
* Worked on the Batch processing document and setting up all the processes and scheduling them.
* Recruited, interviewed the onshore sub-contractors and contributed to the Staffing plans.
* Tracked and verified all the timesheets for all the developers on a weekly basis and helped the PMO in fixing any discrepancies.
* Build the trust, confidence and had an excellent relationship with the PMO, BA’s and development team.
* Supporting the functional implementation team & tasks on everyday basis for any issues, data migration, technical analysis and any other issues might arise.
* Writing the new technical specs for conversions and interfaces.
* Write and estimate new technical specs for extensions.
* Conduct technical leadership meeting to discuss project plan and resources.
* Participate in the project Leadership meetings and discuss the project status and make suggestions on how we can improve the work and make sure to bring the project timelines and deliverables on time.
* Responsible for answer questions arising from the RICEW documents and assigning these questions to the right resource.
* Keep track of the entire RICEW scorecard and follow up on any delayed tasks with the team and provide weekly status to management and team members.

### **October 2012 to December 2012**

### **General Motors, MI (TEKSystems)**

###### **PeopleSoft – Sr. Developer/Team Lead**

* As a technical senior developer lead, responsible for working on implementing/migrating Korea’s PeopleSoft **HCM 9.1** to the global HCM 9.1 database**,** which includes identifying all the custom processes and interfaces and write a detail documentation spec for each process. These documentations are for both functional and technical specs which detail the process flow step by step and write unit test cases for each one. Also, implemented the Manager Self-service module for Department & Function transfers.

### **April 2012 to September 2012**

### **Hilton Worldwide, TN (TCSI)**

###### **PeopleSoft – Sr. Developer/Upgrade Specialist**

* As a technical developer lead, responsible for working on **PeopleSoft HCM 9.1 upgrade,** which includes identifying all the custom processes and interfaces and write a detail documentation spec for each process. These documentations are for both functional and technical specs which detail the process flow step by step and write unit test cases for each one.

### **January 2012 to July 2012:**

### **Lear Auto Supplier, Southfield, MI**

### **PeopleSoft – Upgrade SME**

* As a system upgrade specialist, responsible for upgrading PeopleSoft HCM system 8.9 to PeopleSoft HCM 9.1 (Oracle 11g and Linux 5 Operating system). This upgrade was already started and I had to take over and run few test moves to Production and do the final move to production. This upgrade also includes the upgrade of PeopleTools (8.47 To 8.50).Responsibilities which includes installing change assistant, creating all the upgrade templates, downloading the required for upgrade patches and installing them, running all the upgrade steps and verifying the reports, identify all the issues and fix them. Install, download any update and fixes for the PeopleSoft Tools and application from the web and apply them to the system. Also had the opportunity to work on Load Runner. I created all actions needed for the upgrade and grouped those scenarios and run them against the upgraded database to get load timing and CPU & system utilization.

### **December 2011 to February 2012:**

### **State of Delaware, DE**

###### **PeopleSoft – Sr. Developer/Upgrade Specialist**

* As a technical developer, responsible for working on **PeopleSoft FSCM 8.9** to **PeopleSoft FSCM 9.1** (Oracle 11g and Linux 5 Operating system) upgrade**,** which include verifying the compare reports, identify and re-apply all the online & reports customizations and test the entire system and report/fix any issues found before releasing it for user testing. Also create a security audit report (FSCM & HCM) for the IT director to run on demands and report the results to the audit team.

### **December 2011 to June 2012:**

**East Jefferson Hospital, Louisiana/Kansas City, MO**

### **PeopleSoft – Technical Leader/Upgrade SME**

* As a technical leader/upgrade specialist, responsible for upgrading PeopleSoft Financial system 8.4 to PeopleSoft FSCM 9.1 on Oracle 11g database system and Linux 5 operating system. This upgrade consisted of 2 parts. First part is upgrading the system from 8.4 to 9.0. This step also includes the upgrade of PeopleTools (8.43 To 8.51). The 2nd part is upgrading the recently upgraded 9.0 system to 9.1.Responsibilities which includes installing the new software, developing the project work plan, installing the change assistant, creating all the upgrade templates, downloading the required for upgrade patches and installing them, running all the upgrade steps and verifying the compare reports, identify all the customizations. Install, download any update and fixes for the PeopleSoft Tools and application from the web and apply them to the system. Meet with the users to go over the changes from the current release to the new 9.1 release and set up all the security profiles. Assign the work tasks to team members and track their weekly process.

### **February 2011 to December 2011:**

### **Children Hospital & Medical Center. Washington, DC - Zanett**

###### **PeopleSoft – Financial Technical Leader**

* As a Technical Leader, responsible for meeting with the client & functional team to analyze data, map it and write the data conversion programs and cross walk tables for the GL, Budget Advisor, and Chart of Accounts (including the specs). Also writing the specs & programs for the daily 3rd party interfaces for the same systems.
* Manage a group of 6 developers on/off shore and follow up with each developer on the tasks assigned to them and report the progress to the Project Manager. Also, verify and document their work and test results and make sure the follow the standards that were set by the project.

### **June 2010 to December 2010**

###### **Health Alliance, Boston, MA - Zanett**

###### **PeopleSoft – Technical Leader/Upgrade SME**

* As an offsite technical leader and upgrade specialist, responsible for working on the **PeopleSoft HRMS 8.3** to **PeopleSoft HRMS 9.1 upgrade,** which include verifying the compare reports, identify and re-apply all the online & reports (Pay Advice, Paycheck, XML, Integration Broker, etc.) customizations and test all of them.
* Production support after upgrading the system.

### **May 2010 to February 2011**

### **Fidelis Health Insurance New York, NY - Zanett**

###### **PeopleSoft – Project Technical Manager**

* As Project Technical Manager, responsible for installing the PeopleSoft HCM 9.1 and FSCM 9.1, creating the demo, SYS and development database (SQL Server 2005 and Windows 2008 Operating system) for both HCM & FSCM. Installing and configuring the HCM & FSCM environments (8 totals). Applied maintenance packs to both applications. Meeting with the client & functional team to analyze data, map it and write the data conversion programs for the HCM & FSCM data.
* Writing the daily 3rd party interfaces specs and do the actual coding of the SQRs for both HCM & FSCM applications.
* Setup and configure the integration broker for both HCM & FSCM systems.
* Setup and tested all the required App messages between the Financial & HCM systems and checked for the proper flow of data between the 2 modules (i.e. Personal Data, Location, Departments, Chartfields, BU, GL Accounts, etc.).
* Supporting the functional implementation team & tasks on everyday basis for any issues, data migration, technical analysis and any other issues might arise.
* Writing the customer & payment posting interfaces.
* Debug issues with entering/printing Vouchers.
* Customized the AP invoice and AP check printing (Crystal & XML).
* Setup the Candidate Gateway/TAM external access and customized the Applicant career page (branding).
* Setup the CG/TAM system batch processes and worked with the functional team on setting up the system and define the defaults for the entire system (Jobs, postings, questions, questions sets, etc.)
* Customized and fixed issues with the Offer, Decline and Applicants notification letters (CG\TAM).
* Wrote the migration data setup & configuration scripts to move the data between environments.
* Managing the technical team and assign tasks to team member and keep tracking of their developments.
* Report on a weekly basis the status of the technical tasks/team to the project director.

### **November 2009 to May 2010**

### **State Farm Insurance Co. Bloomington, IL - Keane**

### **PeopleSoft - Sr. Developer/Upgrade SME**

* As Sr. developer/upgrader, responsible for analyzing the 8.9 CG/TAM data and mapping it to the new 9.1 HR system (upgrading from 8.8) and at the same time assist in upgrading **PeopleSoft HRMS 8.9 (CG/TAM only)** to **PeopleSoft HRMS 9.1 PeopleTools 8.50.** Also, compare, analyze and reapply all the application customizations and unit test them. Write and apply the data mapping/conversion scripts for the CG/TAM system.

### **September 2008 to November 2009**

### **Oakland County, Michigan**

###### **PeopleSoft - Project Leader/Sr. Developer/Upgrade SME**

* As a Project leader responsible for upgrading **PeopleSoft HRMS 8.9 MP1** to **PeopleSoft HRMS 9.0** which includes HR, Base Benefit, Benefit administration, Time & Labor, Payroll, eApps and apply all the tax releases.
* Responsibilities which include installing the new software, developing the project work plan, install 3rd party software’s, installing the change assistant, creating all the upgrade templates, running all the upgrade steps and verifying the compare reports, identify and re-apply all the customizations. Install, configure the web, application and process scheduler servers.
* Install, download any update, fixes for the PeopleSoft Tools and application from the web, and apply them to the system.
* Review and modify the entire in house developed SQR’s, Queries and Crystal reports. Re-evaluate and analyze the current customizations for the Talent Acquisition Management and Candidate Gateway. Meet with the users to go over the changes from the current release to the new 9.0 release and set up all the security profiles. Assign the work tasks to team members and track their weekly process.

### **February 2008 to August 2008**

### **Offshore Drilling Company Houston, TX**

###### **PeopleSoft – Technical Project Manager/Sr. Developer/Upgrade SME**

* As a Project manager responsible for upgrading **PeopleSoft HRMS Global system** **8.8** SP1 to PeopleSoft HRMS 8.9. Then convert the upgraded system from Oracle to SQL Server platform and merge it with the newly acquired company (running **HRMS** 8.9).
* Also, migrating the converted Database(s) into a new data center where the company is holding the data from now on.
* Responsibilities which include installing the new software, developing the project work plan, install 3rd party software’s, installing the change assistant, creating all the upgrade templates, running all the upgrade steps and verifying the compare reports, identify and re-apply all the customizations, all their global interfaces and export/import data from **Oracle** to the new system. Install, configure the web, application and process scheduler servers.
* Install, download any update and fixes for the **PeopleSoft Tools** and application from the web and apply them to the system.
* Develop all the data mover scripts to migrate the data from the old system into the new data center.
* Review and modify the entire in house developed SQR’s. Meeting with the users on a daily basis to go over the changes from the current release to the new 8.9 release and set up all the security profiles.
* Assign the work tasks to team members and track their weekly process and hire any needed help to meet the target dates.

### **January 2004 to February 2008**

### **Oakland County, Michigan**

###### **PeopleSoft – Upgrade SME/Sr. Developer/Project Leader**

###### **Project 1:** Upgrading PeopleSoft Financial system 8.8 SP1 to PeopleSoft FSCM 9.0 – [Mar 07- Feb 08]

* As a Project leader responsible for upgrading **PeopleSoft Financial system** 8.8 SP1 to PeopleSoft FSCM 9.0. Responsibilities which include installing the new software, developing the project work plan, install 3rd party software’s, installing the change assistant, creating all the upgrade templates, running all the upgrade steps and verifying the compare reports, identify and re-apply all the customizations. Install, configure the web, application and process scheduler servers.
* Install, download any update and fixes for the PeopleSoft Tools and application from the web and apply them to the system. Review and modify the entire in house developed SQR’s. Meet with the users to go over the changes from the current release to the new 9.0 release and set up all the security profiles. Assign the work tasks to team members and track their weekly process.

**Project 2:** Implementing PeopleSoft 8.9 Talent Acquisition Management & Candidate Gateway Modules – [Sep 06 - Mar 07]

* As a Project leader responsible for implementing **PeopleSoft 8.9 Talent Acquisition Management** and Candidate Gateway Modules.
* Responsibilities which include doing the Fits/Gaps analysis, develop the work plan which detailing all the online/batch processes and reports needed for their daily work, all the necessary customizations needed to allow the client to process applicants and requisitions in the most efficient way with the least cost.
* Using the PeopleSoft Tools (Application Designer, PeopleCode, Application Engine, etc.) designed, programmed and tested all the necessary records, panels, components, process/job definitions, menus, SQR’s, Queries and Crystal Reports for the application.
* Developing all the necessary interfaces to the web application, scanning system and loads all applicant data on a daily basis. Developing new panels and records for certain views and processes.

**Project 3: -** Upgrading **PeopleSoft HCM 8.8** SP1 to **PeopleSoft HRMS** 8.9 - [Jan 06 – Sep 06]

* As a Project leader responsible for upgrading PeopleSoft HCM 8.8 SP1 to PeopleSoft HRMS 8.9 which includes HR, Base Benefit, Benefit administration, Time & Labor, Payroll, eApps and apply all the tax releases. Responsibilities which include installing the new software, developing the project work plan, install 3rd party software’s, installing the change assistant, creating all the upgrade templates, running all the upgrade steps and verifying the compare reports, identify and re-apply all the customizations. Install, configure the web, application and process scheduler servers. Install, download any update and fixes for the PeopleSoft Tools and application from the web and apply them to the system. Review and modify the entire in house developed SQR’s, Queries and Crystal reports. Meet with the users to go over the changes from the current release to the new 8.9 release and set up all the security profiles. Assign the work tasks to team members and track their weekly process.

**Project 4:** Implementing PeopleSoft Financial 8.8 – [Jan 05 – Dec 05]

* As a system administrator responsible for implementing PeopleSoft Financials 8.8. Responsibilities which include installing the new software, install 3rd party software’s, installing and configuring the web, application and process scheduler servers. Upgraded the PS-SCM system to PS8.8 SP1 and applied all the maintenance packs and bundles using change assistant. Install, configured and deployed the PeopleSoft User Productivity Kit including the Development Tools.

**Project 5:** Upgrading PeopleSoft HRMS 8.3 to PeopleSoft HRMS 8.8 SP1- [Jan 04 – Jan 05]

* As a Project leader responsible for upgrading PeopleSoft HRMS 8.3 to PeopleSoft HRMS 8.8 SP1 and apply all the tax releases. Responsibilities which include installing the new software, developing the project work plan, install 3rd party software’s, installing the upgrade assistant and running all the upgrade steps and verifying the compare reports, identify and re-apply all the customizations. Install, download any update and fixes for the PeopleSoft Tools and application from the web and apply them to the system. Review and modify the entire in house developed SQR’s, Queries and Crystal reports. Design and develop new reports to meet the client daily process and needs. Meet with the users to go over the changes from the current release to the new 8.8 release and set up all the security profiles. Assign the work tasks to team members and track their weekly process. As a technical specialist, assisting with the implementation of all the E-Apps, which includes, e-Profile, e-Profile manager, e-Benefit, e-Pay, e-Employee and e-Compensation.

### **July 2003 to January 2004**

### **North Dakota State University**

###### **PeopleSoft – HCM Project Leader**

* As the Functional HR project leader, responsible for gathering all the system processes and procedures and develop the Business Process Reviews. Also, responsible for the Fit/Gap analysis. The development of the Fit/Gap documents. Hold meetings with the users and discussing their legacy system and come up with the right System design for them and address their needs for a reporting system. In charge of 13 employees who are working on the system design, conversion programs and procedures. Hold a weekly status meeting with all campuses and update the project work plan with each user/program tasks progress. Keep track of all issues/requests from the users and determine if they can be worked on during this phase or not. Hold training session for each module and assign employees for specific PeopleSoft trainings on as needed basis. Meet with the project manager and directors bi-weekly to give them status and address any project issues or problems we are having or might have in the future and try to resolve them ASAP.

### **April 1998 to June 2003**

### **Computer Consultants of America, Inc**

#### **Senior PeopleSoft – Specialist/Upgrade SME**

#### **Project 1: Oakland County, Michigan** – [Mar 99 to Mar 03]

* As a Project leader responsible for implementing PeopleSoft Recruitment Module. Responsibilities which include doing the Fits/Gaps analysis, develop the work plan which detailing all the online/batch processes and reports needed for their daily work, all the necessary customizations needed to allow the client to process applicants and requisitions in the most efficient way with the least cost. Using the PeopleSoft Tools (Application Designer, PeopleCode, Application Engine, etc.) designed, programmed and tested all the necessary records, panels, components, process/job definitions, menus, SQR’s, Queries and Crystal Reports for the application. Developing all the necessary interfaces to the web application, scanning system and loads all applicant data on a daily basis. Developing new panels and records for certain views and processes.
* As an upgrader responsible for upgrading PeopleSoft HRMS 8SP1 to 8.3 and apply all the tax releases. Also in charge of applying all customizations and develop the project work plan, identified all the in house developed SQR’s, Queries and other reports which need to be converted to 8.3 and convert all of them; also assign the work to team members and track their weekly process.
* Also set up all the self-service / E-Apps modules for the HRMS with limited accessibility by the employees since the Workflow and Portal was not installed yet. Allow the employees to access their profile and make limited changes and request benefit changes and view their pay checks online without allowing any updates.
* Upgraded the current PeopleSoft HRMS 7.02 system to PeopleSoft 8SP1. Responsibilities which include the setup and configuration of the 4-tier architecture, installing the new software, developing the work plan, install 3rd party software’s, installing the upgrade assistant and running all the upgrade steps and verifying the compare reports, identify and re-apply all the customizations. Install, download any update and fixes for the PeopleSoft Tools and application from the web and apply them to the system. Meet with the users to go over the changes from the current release to the new 8.0 release and set up all the security profiles. Help the users fixing their queries after they were upgraded. Re-written all the in house developed Queries and converted/re-written most of the SQR reports and tested all of them to make sure that they meet the county’s requirements and standards.
* As a Project leader responsible for upgrading PeopleSoft Public Sector HRMS 7.0 to 7.01 and apply all the tax releases. Also in charge of upgrading the same system from 7.01 to 7.02 which include the PeopleTools and Tax upgrades. I’m in charge of generating/running all the upgrade scripts, doing all the compares, setting up both file server and database server, modify the work plan and assign work to team members.
* Convert the current Employee Id on the system from SSN to the proper PeopleSoft Id generating method.
* Worked on developing an interface for the Deferred Compensation plan between Oakland County and Fidelity Investments Company. As a project manager, responsible for reviewing all requirements and processes with Fidelity and users, develop the work plan and estimate the time needed to have the interface done. Meet on a weekly basis with the users and Fidelity to determine the schedule and progress.
* As a production support and maintenance specialist, responsible for the daily processes and troubleshooting of any production problems that it may occur. Also responsible for making sure that all payroll cycles ran correctly to completion and resolved numerous problems and issues with the Payroll production system. Created over 35 Payroll SQR’s and queries to help the client run/verify their payroll system cycles. Also responsible for any modifications or enhancements needed to the current HRMS system.

#### **Project 2: Bell & Howell – [Jun 2001 – Jan 2002]**

#### As a project manager, responsible for upgrading the current PeopleSoft HRMS 7.02 system to PeopleSoft 8.1

#### In charge of installing the new payroll interface to PS 8 and start the Self Service project.

#### **Project 3: Computer Consultants of America, Inc – [Dec 1998 – Jun 1999]**

* Technical Lead responsible for the in-house development and implementation of PeopleSoft HRMS 7.5. Assist in mapping current data into the PeopleSoft data structures, work with users to prototype prospective system customizations, assist in determining customization strategy, help design and construct conversion applications. Participating in the technical design, development, and implementation PeopleSoft Financial modules.

### **Project 4: MichCon Gas Company – [Apr 1998 – Dec 1998] - HRMS Upgrade Project (5.12 to 7.01)**

* Key player on the upgrade of PeopleSoft HRMS System from 5.12 to 7.01. Responsibilities included the identification of all changes between the two releases and correcting/applying customizations to all Panels, Records and PeopleCode and testing the process as well as providing clients with the results. Also, corrected and applied changes and customizations to 70% of all SQR’s, tested them and produced reports for the users to verify the information.
* Absence and Sick Project.
* Responsible for developing and writing new SQR’s to award employees new sick, vacation and leave banks and reset old banks. Tested and documented fifteen SQR’s and modified existing ones to handle and report the new Absence and Sick procedure. Modified all entry and process scheduler panels to allow the new procedure to be entered (Panels, Records and PeopleCode changes). Repaired over 65 production open job requests. Fixes were applied to SQRs, Panels and COBOL programs.
* Pension Project.
* Responsibilities were developing, writing and testing all conversion programs. (11 new SQR’s) Produced Excel reports for the users to verify the old and new data using SQL/Plus and Query.

### **October 1996 to April 1998**

#### **DTE Energy- (Detroit Edison)**

#### **Senior Consultant**

* Project Leader and Lead Analyst of the Fermi Employee Skills and Training Project. Responsibilities included System Design for Employee Training Records, identification of current business processes, gathering functional requirements, determining future business processes, identifying software customizations needed to fit into future processes, and development of design specifications.
* Responsible for interviewing employees/consultants to staff the project and managing all work and give a weekly status to the upper management.
* Design, development, testing, and implementation of menus, records, PeopleCode, panels, Query reports, SQR’s, and process definitions for the purpose of meeting various reporting requirements for the Nuclear Regulatory office.
* Conversion of Employee Training data from existing systems to PeopleSoft application tables.
* Upgrade of PeopleSoft HRMS (EST application) from 4.0 to 6.0.
* Responsibilities included the identification of all changes between the two releases and correcting/applying customizations.
* Project Leader of the Company Employee Skills and Training Project.
* Responsibilities included System Design for Employee Training Records, identification of current business processes, gathering functional requirements.
* Design, development, testing, and implementation of menus, records, PeopleCode, panels, Query reports, SQR’s, and process definitions for the enrollment of employees in various training programs and for the purpose of meeting the reporting requirements for the upper management.
* Utilizing complex PeopleTools to solve problem logs during the PeopleSoft implementation of the Employee Skills & Training project. Interfaced with the users to determine if problem logs were resolved and closed.
* Working with the client to train their staff in reporting techniques and customizations.

### **June 1994 to October 1996**

### **Cap Gemini America**

#### **Senior Consultant**

#### **Project 1: Aegon, USA – [Mar 96 – Oct 96]**

* As an Application Developer, assisted in the upgrade of PeopleSoft HRMS and Payroll from 3.22 to 5.01. Also changed and completed several SQR reports for user’s information.
* Utilized PeopleTools to customize panels, records and menus during the upgrade process from 3.22 to 5.01. Compared and changed SQRs during the upgrade process to accommodate customizations and table changes.

### **Project 2: PacifiCare Health and Children’s Hospital – [Mar 95 – Mar 96]**

* Converting the RDB database to ORACLE7 database.
* Using ORACLE, RDB, and PeopleSoft utilities, responsible for developing project specifications, writing programs (some in C language) to convert the RDB (V3.22) database to ORACLE7.2 database, testing criteria, estimating dates and hours.

### **Project 3: Citizens Insurance Company – [Jun 94 to Mar 95]**

* Worked on special assignment to install a system to experience rate all the general Liability policies. Using COBOL/DB2, responsible for writing system specifications, system design, estimating project dates and hours, programming, setting-up system testing criteria, and quality control. Were part of the Inland Marine/General Liability team installing the new commercial lines for Ohio and Indiana!

## **EDUCATION**

* Bachelors of Science – Computer Science, Wayne State University, Detroit, MI, 1988
* Post Bachelor – Computer Science, Wayne State University, Detroit, MI, 1992\*