## Contact

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## Top Skills

DB2

Requirements Analysis Pre-sales

## Languages

English (Full Professional)

Sourav Pal

### Oracle certified Cloud HCM Consultant Kolkata, West Bengal, India

Summary

Senior HCM CONSULTANT

(Oracle HCM cloud -> Core HR, Absence Management, Performance Management

Taleo-> Taleo Recruiting & Onboarding, TCC Integration Peoplesoft-> People tools, SQR, AWE, Application Engine, Component Interface, Workflow, Absence Management)

Hindi (Professional Working)

Bengali (Native or Bilingual)

## Certifications

Oracle Applications Cloud Operations 2017 Implementation Specialist

Oracle Global Human Resources Cloud 2017 Certified Implementation Specialist

Oracle Global Human Resources Cloud 2017 Functional Implementation Specialist

PeopleSoft 9.1 Human Capital Management PreSales Specialist

General Product Support Specialist v4.0

## Honors-Awards

Employee of the Quarter Jan'13 to Mar'13

Letter of Appreciation Letter of appreciation

### Total experience of around 9 years including that of consulting in different HCM applications (Oracle HCM Cloud, PeopleSoft, Taleo). Hands on experience in Cloud HCM - Core HR, Absence, Performance.

Several years of working experience in Peoplesoft Enhancements, Upgrade & production support projects in HCM 9.1/ HCM9.2 and PeopleTools 8.5x.

Seasoned and accomplished professional with rich and varied experience in the IT sector in software development and software support.

Excellent working experience of various tools within PeopleSoft Technical Development Environment.

Professional with experience of leading a team. Articulate communicator with strong analytical and interpersonal skills, skilled at collaborating with project teams, interfacing with clients and deploying technology to build successful solutions for Clients.

Conducted several boot camp trainings on PeopleSoft tools and technologies like PeopleTools, PeopleCode, Application Engine, Application Designer, Component Interface etc.

A systematic, organized, hardworking and dedicated team player confident in handling multiple assignments under pressure and meeting tight deadlines.

Core Competencies:

Project Management ~ HCM Consulting ~ Functional Requirement Study and Impact Analysis ~Fit Gap Analysis ~ Technical

Design ~ Unit Test Case Preparation ~ Quality Control ~ Project Documentation ~ Client Coordination

Experience

SOAIS

2 years 10 months

Project Manager December 2017 - Present Kolkata Area, India

Below are the projects on which I am working as part of my current position

1. Oracle HCM cloud implementation for a leading tea manufacturing company
2. Oracle HCM cloud support for a leading specialized, global professional services firm.

#### Team Leader

November 2016 - November 2017 (1 year 1 month) Kolkata Area, India

Work in Multiple assignments in parallel and keep the integrity of the team to address the area where I can utilize my experience.

1. PeopleSoft Upgrade Project for one of the largest manufacturing US company.
2. PeopleSoft Support for an Indian manufacturing company
3. Oracle HCM Cloud Implementation for one of leading Indian Tea Manufacturing company.

### Oracle

#### Senior Consultant

July 2015 - October 2016 (1 year 4 months)

Working as a Technical Lead involves below work and responsibilities:

1. Provide & work with technical expertise
2. Provide Estimation for different deliverable.
3. Documentation
4. Testing of Deliverable
5. Direct Communication with Client
6. Communication with in team

Project Experience:

1. Implementation of PS Campus Solution in a Higher University in South Asian region. In this team worked as team member in roll out of the Admission Module. Worked on an advanced peoplesoft fluid technology in designing the pages and accordingly handle the Admission Business requirement.
2. Implementation of Custom Admission Module for Implementation of PS Campus Solution in a Higher University in Singapore. Worked as a Tech Lead in implementing the module. 1st project from Oracle offshore to be delivered in Fluid.

### SOAIS

4 years 5 months

#### Staff Consultant

January 2013 - July 2015 (2 years 7 months) As a staff consultant I worked in below projects:

1. Rollout of Absence for a set of employees (Client: MPHASIS) - In this project I was responsible for implementing Absence for a set of employees who later included into system through acquisition.
2. Support and Enhancement PSPROD (Client: DAINIK BHASKAR) - We need to support the PeopleSoft system as well as take care of the enhancement

for the client. As part of major enhancement we have delivered TBA (To be Appointed) module in this phase and also managed to gain get client's

appreciation for the same. Also we as a team managed to flawlessly support their system for more than a year.

1. Upgrade of PeopleSoft HCM 8.9 to 9.2 (Client: Chicago Public School in association with Oracle GSD)- In this project I worked as an individual

contributor and took ownership and responsibility in retrofitting and unit test the customer modified and custom added objects for the upgrade project.

1. Enhancement in PSPROD (Client: DAINIK BHASKAR) - In this project handled a team which is for doing enhancement as per client's different requirement. As part of this project we have developed Implementation of Life Events Module. In this project I was responsible for all the enhancement delivery and for Day in and out communication with clients.
2. HRMS Archive Reports (Client: TENARIS) - In this Project I need to lead a team, for archiving PS Database and in turn create a .Net Application in which we need to create different reports as per client's requirement. We need to prepare several SQLs for this purpose.

#### Associate Consultant

March 2011 - December 2012 (1 year 10 months) Kolkata Area, India

As Associate Consultant I have worked on the below projects:

1. Enhancement and Application Support in PS HR (Client: IBM DAKSH) - Worked in onsite to maintain there PeopleSoft HRM Application. Developing new reports, processes, gathering information before development are part of work that I need to to do day in- out .!!
2. Production Support of HCM (Client: JUBILANT LIFESCIENCES) - As part of this project, need to work on all the production support tickets. Worked on 12BA form (GPINYE03.sqr) and Form 16 (GPINYE02.sqr) in the Year End processing and several PeopleCode and application Engine. Also worked on their custom Flexi Module to maintain their FBP components.
3. GFTS\_CRC\_PEARL ( Client: CITIBANK in association with WIPRO) - o Extensively worked in Wipro’s Location for the total tenure with the project and was part of the team assigned for understanding functional requirement from the client and converts them into the technical specification, as and when

required for DSMT & GL. Created couple of Workflow, Processes from scratch. Handled migration from DEV to UAT and consecutively from UAT to PROD, with the STAT tools. Also contributed in development & execution of Test Cases/Scripts.

1. Letter Gen – Bolt on product of SOAIS - As part of this project need to understand the functional requirements, writing technical design in accordance with the functional design made, Development of the said product as part of the development team based on the technical design and also involved in unit testing of the product.

CORD Project | National Informatics Centre Software Support Professional / SSP February 2010 - February 2011 (1 year 1 month)

Maintain the application and databases for all the 18 offices in Purba Medinipur district. Work involved maintaining CORD application and to apply patches, database maintenance.

### MICROPRO

#### Technical Consultant/ Faculty

May 2009 - January 2010 (9 months)

Development of application and provide training for the same.

# Education

### West Bengal University of Technology, Kolkata

MCA, Computer Application · (2006 - 2009)

### University of Calcutta

B.Sc (H), Mathematics · (2003 - 2006)

### WB Council of Higher Secondary Education

Higher Secondary, Science · (2001 - 2003)