Bala Narendra Kumar

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# Career Objective:

* To work in a creative and challenging environment where, I can constantly learn new things and successfully deliver solutions to problems by using the skills gained.

# Professional Summary:

* Having 10 years of IT industry expertise in Oracle Cloud Applications & Integrations, working as Techno - Functional lead/ individual contributor with more than 18 implementations.
* Having a valid H1B visa.
* Hands on experience in Oracle Cloud HCM modules: Core HR, Payroll, Absence, Time & Labor, Learning Management and Compensation Work Bench.
* Extensive in doing conversion using HDL, FBL, PBL, Spread Sheet Loader and Web Service callings for to run/automate HCM Extracts, BI Report running/scheduling/delivering to FTP, Inbound integrations using HCM Extract, HDL one time conversion or ongoing integrations for co-existence projects using OIC

/ SOAP/ REST Protocol.

* Oracle Community “Most Valued Contributors (MVCs)” 2019([Link](https://www.youracclaim.com/badges/6deb9b26-fe01-417c-8f7f-c67a5d3b5a19/linked_in)) winner and attained Master level*(*[*Link*](https://community.oracle.com/people/Bala%2BNarendra%2BK%2BCH?customTheme=mosc)*)* in community forum.
* Hands on experience in creating Fusion BI reports with e-Text template, excel template, RTF Template, XPT template etc., using Oracle Business Intelligent Enterprise Edition (OBIEE) tool.
* Hands on experience in all RICE (Report, Interface, Conversion, Enhancement) components.
* Functional experience on Compensation and absence modules.
* Hands on experience in requirement gathering by/with adequate Client Interaction.
* Having strong skills on all aspects of Software Development Lifecycle (SDLC) and Hands-on experience in enterprise-scale Agile/Scrum.

# Certifications:

* + Oracle Human Resources Cloud 2016 & 2019 Implementation consultant and Absence management 2022 Implementation Consultant.

# Technical skills:

* + Programming language: SQL, PL/SQL, JAVA
  + Oracle Application Versions: Oracle Fusion HCM R8 – 23D, OIC
  + Oracle Applications: Core HR, CWB, HCM Extract, Payroll, Goals & Performance, Time & Labor, BIP, HDL, FBL, FF and ICS/OIC
  + Web services: SOAP, REST
  + Tools & Software: MS Office, SQL Developer, TOAD, SOAP UI and SVN

# Soft Skills:

* Excellent communication, analytical & problem-solving skills.
* Self-starter, potential to meet deadlines with minimal supervision.
* Team player, quick learner, self-motivated & well organized.
* Ability to multi-task & work under pressure.

# Professional Summary:

* + Working with Apex Technology group Inc, USA from Oct 2023.
  + Worked with PWC as Senior Associate from Aug 2019 to Oct 2023.
  + Worked with Oracle from 2017 to 2019 as outsource employee (Emtec India PVT Ltd) and full time as Solution Consultant.
  + Worked with KBACE, A Cognizant Company from 2014 to 2017 as Staff Consultant.

# PROJECT 1:

Client : Americold

Role : HCM Technical Developer

Duration : Apr 23 – Oct 23

Oracle Applications : Core HR, Payroll and Absence

## Responsibilities:

* Responsible for developing Core HR, Absence Reports development and payroll interfaces.
* Responsible for developing Inbound and outbound integrations using OIC.
* Unit testing of Integrations, fast formulas & fixing the bugs.

# PROJECT 2:

Client : Southern Company

Role : HCM Technical Developer

Duration : Sep 20 – Dec 22

Oracle Applications : OIC, Core HR, Payroll, Absence

## Responsibilities:

* Oracle Technical SME, Co-managed off-shore (India) HCM Integrations team and groomed the new team members & bring them up to speed. Managed their deliverables & provided the necessary support.
* Developed and supported critical and complex integrations like Alight, Merrill, and cool employee which are critical for day-to-day activities and down streams.
* Part of conversion team to load legacy system (PeopleSoft) data into Oracle HCM using ICE tool.
* Developed Payroll interfaces & Reports to extract Element Entries, Run Results & Payroll Dimension/Balance data using Payroll HCM Extracts, Balance Groups & BI reports.
* Responsible for post production support, hyper care and supported day to day activities.

# PROJECT 3:

Client : Inova & IUH.

Role : HCM Technical Developer

Duration : Aug 19 – Jun 20 Oracle Applications : Core HR, Payroll.

## Responsibilities:

* Developing OIC Integrations.
* Responsible for developing HCM extract & Bip Reports.
* Unit testing of Interfaces, fast formulas & fixing the bugs.

# PROJECT 4:

Client : L-Brands.

Role : HCM Technical Developer

Duration : Mar 2018 – Sep 2018 Oracle Applications : Payroll, OTL.

## Responsibilities:

* Developing OTL FF of Time Entry rule & Time device rule types.
* Responsible for analyzing complex BIP’s and converting them into extract due to performance issues.
* Unit testing of Interfaces, fast formulas & fixing the bugs.

# PROJECT 5:

Client : Arconic.

Location : Chicago, IL, USA.

Role : HCM Technical Developer (Outsourced resource to Oracle)

Duration : Sep 2017 – Mar 2018 Oracle Applications : Core HR, Compensation

## Responsibilities:

* Co-managed offshore (India) development of HCM extracts, BI publisher reports & inbound interfaces.
* Prepared MD.70 technical delivery documents.
* Unit testing of Interfaces & Fast formulas & fixing the bugs.

# PROJECT 6:

Client : ICICI.

Role : Developer (Outsourced resource to Oracle)

Duration : Jun 2017 – Sep 2017 Oracle Application Versions: Oracle Fusion HCM R12

## Responsibilities:

* Developed absence and core HR bi reports.
* Developed OTL Bi Reports.

# PROJECT 7:

Client : Hajoca Corporation.

Role : Developer

Duration : Jun 2017 – Sep 2017 Oracle Applications : Core HR, Absence

## Responsibilities:

* Worked on Absence management formulas.
* Developed reports containing demographic and other details.

# PROJECT 8:

Client : Xerox Services & Conduent Oracle Application Versions: Oracle Fusion HCM R10 Duration : Jan 2017 – May 2017

Oracle Applications : Core HR

## Responsibilities:

* Developed HDL Termination/Scramble scripts.
* Working on Germany XS to LUGS interface.
* Working on UK DOCTECH vendor interface.
* Responsible for ODS code changes and enhancements.
* Prepared DS-140 technical delivery document as per Xerox Standards.

# PROJECT 9: Cheniere

Client : Cheniere Energy, Inc. Oracle Application Versions: Oracle Fusion HCM R9 Duration : Oct 2016 – Dec 2016 Oracle Applications : Core HR, Taleo TEE

## Responsibilities:

* The project went live but it is supported for the new hire interface.
* Developed Batch Loader FF to load Element entries, payroll, and Person Legislative Data.
* Developed HCM extracts for New Hire & Job DFF Interface.
* Responsible for PBL Automation SOA program issues/changes.
* Developed BI report for Element Entry Error report, C2 report and FBL error report.
* Responsible for Taleo to Fusion Integration for New Hire Custom fields and Fusion to Taleo Integration for Job Template custom template.
* Responsible for loading Candidate Employment history, Education details and Certification data from TBE to TEE using TCC.

# PROJECT 10: Skanska

Client : Skanska AB, Stockholm Oracle Application Versions: Oracle Fusion HCM R10 Duration : Aug 2016 – Oct 2016

Oracle Applications : Core HR

Industry : Construction

## Responsibilities:

* Responsible for conversion of data using HDL.
* Responsible for supervisor issue fixes.

# PROJECT 11: Pearson

Client : Pearson PLC, UK

Oracle Application Versions: Oracle Fusion HCM R9, Oracle EBS R12

Duration : Jun 2016 – Aug 2016 Oracle Applications : Core HR, Benefits Industry : Education, Books

## Responsibilities:

* Responsible for conversion of data from three different sources into fusion using FBL.
* Responsible for developing and utilizing C2 validation report.
* Responsible for simplified code changes to update the records, if loaded into fusion already.

# PROJECT 12: Xerox Corporation (CWB)

Client : Xerox, Norwalk, CT, USA

Name : Work Force Compensation

Role : Developer

Duration : Jan 2015 – Aug 2016 Oracle Application Versions: Oracle Fusion HCM R10 Oracle Applications : Core HR

Industry : Document services

## Responsibilities:

* Co-managed offshore (India) developer for end-to-end development of simplified code, 4 BI reports and Fast formulas.
* Responsible for developing simplified code for conversion. The simplified code is a generic PLSQL code, which splits client specific format data into HDL specific format and generates HDL files. It also does the basic validation of data and generates error reports.
* Responsible for zipping simplified code generated HDL files using JAVA.
* Responsible for development of C2 Validation report, HDL error report, Comp Report, and fusion mapping report.
* Developed Fast Formulas to calculate values for compensation work bench.
* Prepared DS-140 technical delivery document for Comp Report.
* Prepared IM.090 installation document for the simplified installation into GDM.

# PROJECT 13: Xerox Corporation (45 Countries)

Client : Xerox, Norwalk, CT, USA Oracle Application Versions: Oracle Fusion HCM R9 Oracle Applications : Core HR

Duration : Jan 2015 – Dec 2015

Industry : Document services

## Responsibilities:

* Handled with huge data from across the globe to extract all data from Fusion and store the data in standalone database in Linux environment.
* Co-managed off-shore (India) development of Romania, FIJI, and MYOB interfaces.
* Developed BI Reports to extract data for all Work Structure data. Used bursting logic to split the data files and create them in SFTP server.
* Used Web Service calls to download files from UCM server to UNIX environment, and file transfer calls to SFTP server to move the files from SFTP to UNIX.
* Used SQL loaders to load all the data files (about 45 files) to tables in standalone database and performed row level encryption.
* Used CA tool to schedule all the inbound or outbound interfaces.
* Developed multiple shell scripts in UNIX environment.
* Developed Fast Formulas to calculate values for compensation work bench.
* Used Web Service calls to run the HCM extracts automatically.

# PROJECT 14: Blood Systems

Client : Blood Systems Inc., Scottsdale, Arizona

Applications : Taleo, EBS

Industry : Health Services

Duration : Sep 2014 – Dec 2014

## Responsibilities:

* Co-managed off-shore (India) development of JAVA program for co-exist of Taleo and EBS.
* Co-managed off-shore (India) development of XML parsing of Taleo response for candidate data.

# Personal Information:

Date of birth : 30 June 1991. H1B Visa : U1679861

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## (Narendra)