MAQSOOD THANGE

South Brunswick, NJ

Phone #: (732) 309-5108 - Cell

maqsoodthange@hotmail.com

Career Overview

**Citizenship:** U. S. Citizen

**Security Clearance:** Active Secret Clearance.

Summary of Experience

**32 years of experience** in ALL Technical, Functional & Managerial aspects of almost all of the **PeopleSoft HCM modules** from version 2.0 to 9.2. In depth experience in PeopleSoft HCM including Hands on and current knowledge of App Designer, Coding, Debugging, Managing complex SDLC projects, managing technical/functional teams, managing, facilitating, remediating expectations/deliverables. Very diversified experience, spread across many industries, work cultures from wall street to main street as well as State & Federal Govt.

Accomplished global IT Project/Program Manager with **38+ years of total experience** delivering key visible wins in Enterprise Resource Planning, business process, architecture and technology implementations; led complex global programs, delivering solutions to some of the most enviable names in the business. Responsible for program management of ERP systems in Human Resource domain.

Experienced in C & D Level corporate clients/stakeholder/SME engagement with design and delivery of Project & Program Management of large ERP with domain experience in PeopleSoft HCM architectures using Agile, Kanban, Jira & Waterfall, SDLC and production support methodologies. Extensively involved in project resources, 3rd party integration decisions, governance, change management of mature and emerging trends, testing, decommissioning plans, averting risks and meeting strategic Management Information needs which has helped clients derive rapid ROI.

Managed Onshore and Offshore Staff & Vendors in the capacity of liaison to delegate tasks with right mix of responsibilities and authority, facilitate concerted actions, build consensus, circumvent bureaucracy and ensure deliverables in compliance with the defined project objectives in terms of scope and budgetary constraints. Guided the organizations/teams thru comprehensive technology architecture, integration capabilities, scalable data conversion models, security, configuration and end-to-end process support and post-merger & acquisition.

Consistently met project deadlines by mitigating risks, managing multiple projects simultaneously, and recommending process improvements. Worked with enterprise wide, large-scale implementations. Established effective controls to monitor the management of subordinate human resources assigned to the different development teams. Effectively used project planning and scheduling software tools to ensure timely technical assistance and support is provided in compliance with overall project timelines. Efficiently responded to project scope changes based on user expectations and feedback. Provided efficient and timely analysis, reporting, and resolution of potential technical risks that would impact the progress or timely completion of any of the projects or their respective phases. Organized work, developed short and long-range plans to meet business objectives, and bring subject matter expertise to interactions and provide improvement recommendations. Demonstrated facilitation, organizational and leadership skills. Analyze and determine root cause and provide mediation processes.

Sole inventor/owner of IT & Telecom technologies with **7 Patents granted in U. S. & Indian Patents Pending**.

**Fortune 500 Client Association:**

U. S. Navy, UPS, TD Bank, Ernst &Young, Morgan Stanley Dean Witter, Sherman & Sterling LLP, University of Connecticut (UCONN), Pfizer, National Securities Clearing Commission (NSCC), Honeywell (Formerly Allied Signal), ASARCO, Watson Wyatt (Formerly Towers Perrin).

Professional EXPERIENCE:

|  |  |
| --- | --- |
| U. S. Navy (Remote) as PeopleSoft Lead | Nov 2020 – Onwards |

Leadership role in implementation of HR Global Payroll related initiatives that require active secret clearance and extensive training in compliance of U. S. Navy protocols & handling secret/classified information; implementation of various Technical / Functional / Integration & Testing across multiple HCM related projects, technical/functional/business issue resolution, facilitation, escalation for transformation related activities within defined scope in Agile/Jira environment. Played leadership role in all techno-functional activities pertaining to cross functional HCM modules.

|  |  |
| --- | --- |
| Children hospital of LA (Remote) as PeopleSoft lead/Manager | Feb 2020 – Oct 2020 |

Leadership role in implementation of various modules of PeopleSoft HCM using Self Service & Employee Self Service workflow in device independent fluid UI environment. Facilitate the implementation of technical / functional / business issue identification, escalation, remediation, resolution, for HCM related modules.

|  |  |
| --- | --- |
| Federal Reserve Board (dc) as PeopleSoft Techno-Functional Lead/Manager | May 2019 – Dec 2019 |

Leadership role in implementation of heavily customized HR related around PeopleSoft HCM Upgrade, Conversion & Transition, Testing, Validation & Security initiatives of core-HR, North America payroll & benefits administrations. Facilitate the implementation of technical / functional / business issue identification, escalation, remediation, resolution, for HCM related modules.

|  |  |
| --- | --- |
| United Parcel Service (UPS) (nj) as PeopleSoft Techno-Functional Manager | Sept 2015 - April 2019 |

Responsible for HR related global initiatives; Managed & guided the team in implementation of Global Manager Self Service & Employee Self Service in device independent Fluid UI environment to achieve in-house as well as third party system integrations. Managed, motivated & mentored & supervise cross functional teams.

|  |  |
| --- | --- |
| TD Bank (Mount Olive nj) as PeopleSoft Techno-Functional lead/Manager | Nov 2013 to Sept 2015 |

Responsible for multiple HR Transformation related global initiatives including PeopleSoft Upgrade/Conversion, Manager Self Service and Employee Self Service. Facilitate implementation of various projects technical/functional/business issues escalation, remediation, resolution, for transformation related activities within defined scope and resources like costs, time and manpower. Guide the team per PeopleSoft delivered system upgrade methodology in project planning, resource management specific to upgrade as well as ongoing admin, requirement gathering/approval/signoff, assessment of delivered functionality v/s customized enhancements, Fit Gap, development, testing, migration and rollout related issues.

|  |  |
| --- | --- |
| ADP/Ernst & Young (Remote) as PeopleSoft Techno-Functional lead/Manager | July 2012 to Oct 2013 |

Responsible for managing testing & deployment of HR, Payroll, Time & Labor related initiatives for transitioning & Conversion of existing PeopleSoft system to ADP’s proprietary system EV5. Manage system testing efforts under UAT, SIT, PAT phases and to finally production roll out. Engage managers, tech and business leads in communicating & testing existing business methods, related customs and incorporating it in overall deliverables.

|  |  |
| --- | --- |
| Watson Wyatt (Formerly Towers Perrin) (Remote) as program Manager | July 2010 to Jun 2012 |

Leadership role as a Senior Program Manager, responsible for multiple HR related global initiatives including PeopleSoft HCM transition/Conversion to Oracle R11 & R12 etc. Facilitate implementation of various **PeopleSoft, Oracle R11, R12 & Workday** projects where managers across the organization report the project status and decommissioning/transition of applications to me and depend on me for guidance, technical / functional / business issue resolution for Core HR, Payroll, Time & Labor, Benefits & Upgrade related activities. I am guiding the team as per PeopleSoft delivered upgrade methodology 8.9 to 9.1 in project planning, resource management specific to upgrade as well as ongoing admin, assessment of delivered functionality v/s customized enhancements, data/user/interface/ftp/vendor security related issues. I am working with managers, tech and business leads in understanding & communicating their IT needs and incorporating it in overall deliverables.

|  |  |
| --- | --- |
| UCONN (Storrs ct) as PeopleSoft Techno-Functional lead/Manager | July 2006 to Jun 2010 |

At University of Connecticut, Managed implementation of a highly complex union mandated custom module in PeopleSoft which required in-depth knowledge of complex legal contracts between employee unions, State of Connecticut Agencies and the University. In that role, I led the team across the PeopleSoft HCM space including coordination of activities with business, department managers, address concerns, resolve issues and keep the project moving towards the intended deadline, Provided leadership and direction to this initiative. I had business development and practice content development responsibilities.

|  |  |
| --- | --- |
| Shearman & Sterling, llp. (NYC, ny) as Techno-Functional lead/Manager | Feb 2005 to July 2006 |

Was responsible for engagements, deployments and advising the client on Global Notification Architecture deployment. Developed the deployment strategy for a Global Diversified Notification of HR activities within PeopleSoft HCM space. Advised the client on developing the End-state Notification Architecture for their larger Lines of Business Units, assessment, methodologies and Business Unit specific requirements. In this role, I excelled in rapidly building client confidence in solution delivery of this very intense & mission critical global project.

|  |  |
| --- | --- |
| ING Direct (Subsidiary of ing clarion) (New York City ny) Business Analyst | **May 2004 to Jan 2005** |

Leadership role in the PeopleSoft Payroll Interface, with responsibilities for building practice content and solutions. Identify, investigate, discuss & analyst current business practices and propose changes. Prepare business plans, specifications for deploying PeopleSoft Payroll, Benefits Administration. Identify & implement customizations. Guide U. K. team in configuration & production maintenance of PeopleSoft upstream and downstream processes integration.

|  |  |
| --- | --- |
| Pfizer Pharmaceuticals (nj) as PeopleSoft Techno-Functional lead | May 2003 to Apr 2004 |

Part of the Leadership team in the PeopleSoft HCM Solutions practice delivering performance improvement, **Conversion** technology solutions, and transformation in the **Global Recruitment Process (Candidate Gateway)** both internal & external hiring process. Subject matter expertise role with focus on improving Talent Management solutions.

|  |  |
| --- | --- |
| (HIP) of New York as PeopleSoft delivery manager | Jul 2001 to Apr 2003 |

At Health Insurance Program (HIP) of New York, worked as Consulting delivery manager including Project Management, Quality Compliance, Project Risk Management, Analysis and Solution Design for a Time & Labor Processes. Assisted the client in developing the end-state time and labor solutions with up-stream and down-stream integration.

|  |  |
| --- | --- |
| RCN Corporation (Princeton nj) as PeopleSoft program manager | Nov 1999 to Jun 2001 |

Performed Senior Program Manager role in the implementation & **Conversion** of PeopleSoft HCM, Benefits, Benefits Administration, Payroll, with responsibilities for building practice content and solutions. In this role, I led the team across the PeopleSoft HCM space including coordination of activities with business, department managers, address concerns, resolve issues. Identify, investigate, discuss & analyst current business practices, propose & steer changes. Prepare business plans, Identify & implement customizations. Identify shortage of IT Talent/Resources and facilitate/hire as needed. Manage implementation hired by RCN for the implementation PeopleSoft HCM.

|  |  |
| --- | --- |
| Morgan Stanley Dean Witter (NYC, ny) as PeopleSoft Techno-Functional manager | Jun 1999 to Nov 1999 |

Managed, Analyze & Developed business/technical plan for a fully customized, very intense & mission critical Global PeopleSoft Recruitment Module using all features PeopleTools like Application Designer including extensive use of PeopleCode, Self Service, Workflow, Change Management. Perform DBA functions like Create, export, backup, drop Databases, tables and spaces using Oracle 7x.

|  |  |
| --- | --- |
| National Securities Clearing Commission, (NYC, NY) as tech lead &  Berlitz International (Princeton nj) as PeopleSoft technical manager | **Jan 1999 to Jun 1999** |

Managed Functional analysis of Payroll & Technical development of Global Payroll Interface from PS to ADP & HCM data integrity issues. Mentor team members in building SQRs for Payroll. Set up Pay Calendar, Pay Cycle, DedCalc, Paygroups, Earnings & Deduction codes. Supervise & Assist other team members & users with the Global PeopleSoft Financials (AP/AR/GL) implementation. Make customizations to Journal, Ledger & Summary Ledger related tables, Panels & SQRs. Extensively used Combo Edits, Audit trail facilities of PeopleSoft. Make appropriate modifications to on-line system. Create/modify tables, panels, menu, process definitions & PeopleCode etc. Implemented Administer Training & Variable Compensation Modules in HRMS which involved intense & in-depth Functional & Technical Analysis. Setup Variable Compensation, Benefits Administration Tables, Calculated Field Definitions, Eligibility Rules, Group Build Rules etc. Populate Groups, Calculate / Approve Awards. Customize PS Tables, Panels, develop and debug PeopleCode, Use MS-Project for scheduling deadlines, deliverables and assign task to technical resources.

|  |  |
| --- | --- |
| Merrill lynch/Bank of America (NYC, ny) as technical lead | **Jun 1998 to Dec 1998** |

Managed & implemented of Global PeopleSoft HRMS ver 7.5 in North America, Europe & Asia. Responsibilities included doing extensive Technical & Functional Analysis of legacy systems with London & Tokyo team. Did data mapping of London's systems & data migration, used MS-Project. Implemented Administer Training Module. Also involved in doing the Fit-Gap functional review of the Legacy System developed in COBOL and decision making process of using PeopleSoft to phase out the legacy system. Setup On-line, Batch (SQR, Crystal), Technical & PVCS standards. Evaluated Cognos & Web-Client. Assisting the team members with newly introduced PeopleSoft software. Did knowledge transfer & Mentoring the client in New York & London with the overall global implementation and final roll out of PeopleSoft. Back end was Oracle ver 7.3 on Unix based server. Perform DBA functions like Create, export, backup, drop Databases, tables and spaces. Create indexes for performance improvement.

|  |  |
| --- | --- |
| Bracco diagnostics (Princeton nj) as peoplesoft upgrade lead | **Jan 1998 to May 1998** |

Worked on the Upgrade of PeopleSoft Financials from version 5.00 to 7.01 for Accounts Payable, Asset Management, General Ledger & Purchase Order modules. I was involved in providing Fit/Gap Analysis, Resource Planning & developing Road Map and Project Plan for the upgrade, interact with PeopleSoft Upgrade Lab, DBA to create upgrade environments, run upgrade scripts in DataMover, do the on-line & Batch (PeopleCode, SQR, Crystal) customization, prepare test environment and test scripts. Test the new version . Back end was Oracle ver 7.0 on Unix based server.

|  |  |
| --- | --- |
| Ernst & Young (nj) as PeopleSoft lead | **May 1997 to Dec 1997** |

This was the Biggest PeopleSoft Financials Implementation of its time. Worked PeopleSoft Lead on the PeopleSoft Financials Ver 6.0. Was in charge of providing solutions for Accounts Payable, Accounts Receivable & General Ledger reporting needs. Used all PeopleTools & PeopleCode functionalities, extensive participation with Business & Functional team. Also attended PeopleSoft ’97 Conference. Used PVCS & PeopleSoft version 7.0. Back end was Oracle ver 7.0 on Unix based server.

|  |  |
| --- | --- |
| Swiss Bank (Princeton nj) as PeopleSoft technical lead | **Aug 1996 to Apr 1997** |

Worked on a short-term project for upgrade & maintenance of PeopleSoft HRMS & Payroll from Ver 3.02 to Ver 5.11. Duties involved converting the existing module of Education Assistance in ver 3.02 to Administer Training Module in Ver 5.11. Finding the differences in PeopleCode functionality’s and SQR reports. Did Fit/Gap Analysis & setting up Workflow. Outlining the differences in both the versions and making appropriate changes using PeopleTools. Back-end was Sybase.

|  |  |
| --- | --- |
| Allied Signal/honeywell (Morristown nj) as PeopleSoft technical lead | **Jan 1996 to Aug 1996** |

Worked on Global PeopleSoft HRMS, Payroll, Base Benefits & Benefits Administration Systems Ver 5.01 for over 40,000 employees. Used PeopleTools like Data Designer, PeopleCode, Menu Editor, Panel Editor, Object Security, Operator Security, Application Upgrader etc. Also used SQR to do develop & modify PeopleSoft delivered reports like Benefits Enrollment Form, Confirmation Statement, Eligibility Rules report Benefits Program report etc. Project involved extensive interaction with the end users and participation with the functional team members.

|  |  |
| --- | --- |
| Hoffmann La-Roche (Princeton nj) as PeopleSoft technical lead | **Jul 1995 to Dec 1995** |

Worked on implementation of PeopleSoft HRMS Ver 4.1. Mapped data and developed interfaces between HRMS, Pension & Benefits areas of PeopleSoft using PeopleTools, PeopleCode, SQR and Oracle SQL-PLUS under Ver 7. Project involved very heavy co-ordination with the users and team members. Used Audit Records facilities of PeopleSoft and utilities like Internet, FTP, Lotus Notes for maintaining system specifications & PS Customer Connection (Formerly PS Forum) etc. Developed interface in Unix. Back-end was Oracle on Unix based server.

|  |  |
| --- | --- |
| Reed Reference Publishing (nj) as cobol programmer | **Mar 1994 to Jan 1995** |

Worked for a major publishing company on Publisher Authority Database System and ISBN System. Responsibilities included development of programs using Micro-Focus COBOL 3.0 & Btrieve, interaction with users and team members. Used PVCS (version control).

|  |  |
| --- | --- |
| Merrill Lynch/Bank of America (New York City ny) as programmer/analyst | **Dec 1993 to Mar 1994** |

For this major brokerage firm Developed business requirements, solution design and application setup of Consolidated Global Account Reporting System. Using Gupta SQLWindows including SAM & SAL features, SQR, SQLBase under client/server environment. Back-end was SQLBase.

|  |  |
| --- | --- |
| Asarco & Cap Gemini America (Cranford nj) as PeopleSoft technical lead | **Feb 1990 to Nov 1993** |

Worked in PeopleSoft environment, Designed, analyzed, developed 401(k) Savings Plan using Micro-Focus COBOL & Workbench, Gupta SQLWindows, MS-Windows 3.1 on PCs under client/server (LAN & WAN) & GUI environment. used COBOL with embedded SQL, REXX on IBM 4341 under VM-CMS environment. Interact with end users. Did lots of trouble shooting while integrating different software products like MicroFocus-COBOL, SQL, MS-Windows 3.1, PeopleSoft HRMS Version 3, PeopleCode, SQR. Used PeopleTools & Memory Management Tools like 386MAX, EMM386 and QEMM. Used Rabbit Gateway to connect to main-frame. All the above have been used very extensively & had lots of interaction with end users & software companies like MicroFocus & Gupta SQL Inc.

|  |  |
| --- | --- |
| Anudata, Inc. (Poughkeepsie ny) as programmer analyst | **Sep 1988 to Feb 1990** |

Design, analyze, develop commercial applications using MF-COBOL, Dbase IV, Clarion Professional Developer under MS-DOS & File Server environment. Implemented financial accounting software packages.

|  |  |
| --- | --- |
| Megabyte Consultancy Service Pvt. Ltd. (Bombay, India) as Systems Executive | **Aug 1987 to Aug 1988** |

As a Systems Executive, responsible for managing a team of computer programmers, Project Management, Quality Compliance, Project Risk Management and Quality Assurance, documentation of technical & end user manual. Responsible for development of software packages, design, analyze and development of Financial Accounting, Payroll & other commercial applications like restaurant management system. Prepare program specifications. Used MS-COBOL, MF-COBOL, Dbase-III+ Dbase IV, Clipper etc. Prepared & delivered application courses & training for newly developed software packages.

|  |  |
| --- | --- |
| Comfi Consultants Pvt. Ltd. (Bombay, India) as programmer analyst | **Mar 1985 to Aug 1987** |

Solely responsible for analyzing existing manually executed business systems, business requirements, solution design, develop software packages, application setup & Implement the computerized systems, end user training. Using COBOL, MS-Basic, Basica, Dbase-II, Dbase-III+, Dbase IV. Interact with end users. Was exposed to full lifecycle systems development. Developed off the shelf, software packages like Financial Accounting, including General Ledger, Accounts Receivable & Payable modules & On-line Billing packages. Executing & Modifying Financial Accounting, Payroll packages, developed in COBOL, checking inputs and outputs. Extensively used CP/M Operating system, IBM PC, PDP-11/34 under RSX-11 environment.

**Nationality:**

Citizen of United States of America

**Academic Profile:**

1983 - **Bachelor's Degree in Commerce** from University of Bombay, INDIA

Major courses were **Financial Accounting**, Cost Accounting, Auditing, Business Economics, Industrial Organization & Management.

1984 - **Post-Degree Diploma in Computer Science**.

**Patents: U.S. Patents**

Sole inventor of “Telecommunications Addressing System and Method”

**US Patent 8,913,734**

**US Patent 8,918,086**

**US Patent 9,197,748**

**US Patent 9,800,725**

**US Patent 10,560,572**

**US Patent 11,240,375**

**Indian Patent Application No. 202048025937**

**LinkedIn:**

https://www.linkedin.com/in/maqsood-thange-94ab52145/