**SUMMARY**

**PeopleSoft Skills**

* HCM 9.2
* Affordable Care Act
* Position Management
* Performance Management
* PeopleSoft Benefits Admin
* Base Benefits
* Payroll / NA Payroll
* Procure to Pay
* Employee Self Service
* Profile Management
* Candidate Gateway
* Kronos WTK
* DayForce HCM

**Technical Skills**

* Application Designer
* PeopleCode
* Integration Broker
* PS Query.
* Application Engine
* Approval Workflow Engine

**Education**

* Bachelor of Computer science from Eastern New Mexico University, Portales, New Mexico.

Seasoned PeopleSoft Techno-Functional Consultant with over 21 years of experience in all the phases of implementation, design, development, customization, configuration and upgrade of PeopleSoft Position Management, Performance Management, Profile Management, Benefits,Benefits Administration, Core HR, Candidate Gateway/TAM, Time and Labor, Kronos WTK, DayForce HCM, North American payroll, and Procure to Paymodules.

**Highlights**

* Completed 3 PeopleSoft HCM 9.2 implementation/upgrade projects including Position Management, Profile Management, Affordable Care Act, North American Payroll, Candidate Gateway/Talent Acquisition Management & e-Performance.
* Completed 8 PeopleSoft HCM / Financials Implementation projects.
* Expertise in all phases of the full Life Cycle which includes Configuration, Customization, UAT Testing, Production support of HCM / FSCM modules.
* Highly experienced in leading teams and conducting workshops to gather business requirements, functional and Technical design, data conversion and System Implementation.
* Thorough Techno-Functional knowledge and experience in People Tools Application Designer, People Code, Integration Broker, Portal, PS Query, Process Scheduler, Application Engine, Security and Tree Manager.

**SCORE CARD**

|  |  |
| --- | --- |
| Skills | Years of Experience |
| PeopleSoft Project/Team Management | 15+ |
| PeopleSoft HCM Functional/Technical | 15+ |
| PeopleSoft FSCM Functional Technical | 6+ |
| PeopleSoft Applications Development | 6+ |
| Overall Information Technology | 31+ |

### EXPERIENCE

**G6 Hospitality / HRIS Lead/Project Management May 2016 – October 2016**

**Dallas, TX,**

Currently providing advisory services for the Affordable Care Act 2016 1094c/1095c integration with a 3rd Party vendor. Performing production support for the Base Benefits/Benefit’s Administration and payroll modules including eligibility/event rule configuration, multi-level 401k employer matching, and garnishment rule configuration, and California Sick Leave. Also serving as the lead functional analyst for the configuration of the time collection system (DayForce/Ceridian) and subsequent integration with PeopleSoft HCM 9.2 payroll.

**Public health institute / Functional-Technical Lead March 2016 – September 2016**

**Oakland, CA**

Provided advisory/Project management services for the Affordable Care Act 2016 1094c/1095c form processing and electronic filing including release patch installs, business processing/change management consulting. Performing ERP (PeopleSoft HCM 9.2) Security Administration for the Time and Labor, Absence Management, Payroll, Benefits Administration, ESS, MSS, Core HR, Health & Safety, and Training Administration modules.

Key accomplishments specific to Absence management includes the build-out of the security frame work for Employee Self-Service, Manager Self-Service, and the ABS/FMLA administrator business roles. Including employee’s ability to view leave balances and request time-off via ESS, and manager’s ability to view leave balances approve leave requests for their chain of command.

**PeopleSoft HCM / Project Management-Functional-Technical-Consultant Feb 07 – March 2016**

**Southern Ute Indian Tribe(Ignacio Colorado)**

Responsible for project management, functional leadership, and staff management of 6 team members. Provided business process flows across multiple companies, project charters/plans, testing plans/activities, management logs (issues, actions, risks, and decision tracking), status reports, end-user training, and go-live checklists for the following projects:

* PeopleSoft HCM 9.2 Affordable Care Act (ACA) Reporting (in progress)
* Performed ALE company configuration
* Eligibility status determination and data capture
* 1094c/1095c form processing and printing.
* Compliance tracking and reporting across the Kronos & PeopleSoft application suites.

**Project #1:PeopleSoft Position Management Implementation**

Implemented Position Management using PeopleSoft HCM release 8.9 application release.

Delivery included the rollout: partial position management, position budget at the department level, budget spreadsheet upload process, and department security for the Casino and Tribal Government business entities.

Participated in requirements gathering, QA testing, User Acceptance Testing, and end-user training activities of the project.

**Project # 2:PeopleSoft HCM 9.2 Benefits Administration**

Responsible for leading the functional requirements gathering sessions and software development specifications

Participated in the Quality Assurance testing activities of the project such as producing Enrollment forms, building schedules, enrollment via Employee Self-Service, Perform Election Entry, Voids, Finalization, and the generating Benefit’s confirmation statements.

**Project # 3:PeopleSoft e-Performance 9.2 Implementation**

Completed product configuration including document types, template definitions, performance roles and security requirements

Participated in the Quality Assurance and User acceptance testing of the product

Managed the end-user training and change management process (involving 134 managers and 584 employees

Deployed Fluid homepage for hiring managers with delivered and custom tiles as part of the project.

**Project # 4:PeopleTools 8.54 Upgrade**

Upgraded the PeopleSoft HCM 9.2.7 application suite (including North American Payroll, HR, Position Management, Profile Management, base Benefits, Candidate Gateway/Talent Acquisition Manager, Employee Self-Service, Kronos Version 7 Interfaces, OrgPlus Enterprise interfaces,&custom Tribal modules).

Upgraded the PeopleSoft Interaction Hub 9.1 as part of the project.

Participated in the Quality Assurance and User acceptance testing of the product.

**Project # 5:PeopleSoft HCM/HRMS 9.2 Upgrade – Candidate Gateway Implementation**

Upgraded modules included: North American Payroll, HR, Position Management, Profile Management, Base Benefits, Candidate Gateway/Talent Acquisition Manager, Employee Self-Service, Kronos Version 7 Interfaces, OrgPlus Enterprise interfaces, and custom Tribal processes

Implemented Burning Glass resume parser as part of the Candidate Gateway implementation

Upgraded PeopleTools to release 8.53.13 as part of the project.

Implemented Candidate Gateway as part of the HCM 9.2 application upgrade project bringing forward seven (7) application types across three different business entities.

**Project # 6:Kronos Workforce Timekeeper (WTK) 6.2 to version 7.0 Upgrade**

Managed infrastructure updates such as Microsoft server builds (Kronos mobile, App/Web services, SSL configuration and NT/LDAP authentication)

Participated in the Quality Assurance and User acceptance testing of the product upgrade

Managed the end-user training and change management activities across three (3) business entities related to the Workforce Central Navigator employee and manager workspaces.

**Project # 7:Casino Tips Automation for Food and Beverage.**

Performed functional and technical requirements gathering for the project (current state vs future state)

Managed activities related to the development of an online tip sheet in the PeopleSoft HCM 9.1 environment containing integration with InfoGenesis POS tip data using PeopleSoft Integration Broker, SQL Server Reporting Services (RDL).

Partook in Quality Assurance Testing and developed production migration details.

**Project # 8:Personnel Action Form Automation (PAF)**

Designed a single launch page in the PeopleSoft HCM 9.1 environment that permits any job action to be performed on any employment instance.

Implemented a custom multi-level PAF approval process using the approval workflow engine (AWE)

Automated the job data table entry via a scheduled application engine batch process.

Shared in the Quality Assurance and User acceptance testing responsibilities.

**Project # 9:PeopleTools 8.52 Upgrade (HCM, FSCM, Portal applications).**

PeopleSoft FSCM 8.9/PT 8.49, HCM 9.1/PT 8.51, and Portal 8.9/PT 8.49 application releases as part of the upgrade.

Middleware virtualization was a part of project scope using MS Hyper-V.

Upgrades to client-side workstations were included requiring coordination and ccollaboration across three separate IT departments.

**Project # 10:OrgPlus Enterprise version 4.7 Implementation.**

Implemented Org chart viewer capabilities for two (2) separate companies/domains.

Integrated the product with PeopleSoft HCM 9.1 and HCM 9.2 application releases using position management functionality.

Included span of control and diversity views as part of the implementation for 600 Tribal Government employees and 450 Casino employees.

Managed the installation and configuration of the server environment on the Microsoft Server 2008 R2 platform, IIS 7.0 web services, and MS SQL Server 2005 database platform.

Participated in the Quality Assurance and UAT testing of the project&post-production support.

**Project # 11:Payroll to A/P Interface for Life Insurance.**

Documented the business process from end-to-end including vendor/deduction setup, payroll processing, GL interface processing, and benefit deduction extract and batch publishing using integration broker

Participated in the Quality Assurance and UAT testing of the project

Managed post-production support

**Project # 12:Image Now Implementation for Human Resources**

Implemented imaging project for personnel files including reference, medical, benefits, and personnel documents

Responsible for managing end-user, IT staff, and vendor implementation resources

Documented the end-to-end, business process flow including data capture, image storage, and document distribution.

**Project # 13:Apply PeopleSoft HCM 9.1 Application Bundles (8 thru 12)**

Modules included in the application maintenance consisted of recruitment, base HR, profile management, employee self-service, base benefits, and North American payroll.

Participated in QA testing and User Acceptance Testing of the project& provided post-production support.

**Project # 14:Implemented 9/80 work schedule for PeopleSoft HCM 9.1/Kronos WTK 6.2**

Watched over the configuration of 9/80 overtime rule, combination rule, pay code distribution, work rule, and pay rule in Kronos version 6.2

Coordinated the assignment of holiday schedules in the PeopleSoft environment.

Participated in QA testing and User Acceptance Testing of the project.

**Project # 15:PeopleSoft HCM 8.9 to 9.1 Upgrade.**

Modules included in the upgrade consisted of Resume Mirror/Recruitment, base HR, profile management, employee self-service, base benefits, and North American payroll.

Coordinated activities between 3rd party implementation resources, IT staff, and business stakeholders

Participated in QA testing and User Acceptance Testing of the project.

**Project # 16:Kronos WTK 6.2 Leave Request Automation.**

Replaced a manual paper-based process with an electronic Employee Self-Service Time Off Request

Responsible for co-managing all phases of the project including the project schedule, communications/issues log, development activities, test plans, and production deployment for three companiesIncluding Kronos Workforce Mobile 6.3 as part of the implementation.

Watched over the configuration of leave request for various work schedules including full and partial days.

Participated in QA testing and User Acceptance Testing of the project.

**Project # 17:PeopleTools 8.51 Upgrade for PeopleSoft HCM 8.9 Application release.**

Implemented a custom PeopleSoft HCM Recruitment/Talent Acquisition Manager version.

Brought forward Resume Mirror/Recruitment, base HR, profile management, employee self-service, base benefits, Kronos Interfaces, and North American payroll modules.

Participated in QA testing and User Acceptance Testing of the project.

**Project # 18:8.9 for Tribal Government, Tribal Businesses, and Tribal Casino.**

Replaced hardcopy application(s) with a custom online application including Resume Mirror integration.

Coordinated project activities between 3rd party implementation resources, IT staff, and business stakeholders.

Participated in QA testing and User Acceptance Testing of the project

**Project # 19:PeopleSoft HCM release 8.9 Payroll to FSCM 8.9 GL Interface.**

Transactions included payroll, medical premium, wage accrual, leave accrual, worker’s comp, and cover Colorado transactions.

Completed requirements document and data flow diagram through collaboration with payroll and financial accounting resources.

Coordinated project activities with IT staff, and business stakeholders.

**Project # 20:PeopleSoft FSCM 8.9 application support and maintenance.**

Developed a custom, bolt-on application to track Asset maintenance schedules and approvals.

Served as the Technical Team lead for the support of the PeopleSoft, FSCM 8.9 application including Purchasing, Payables, Receivables, Billing, Treasury, General Ledger, and Project Costing modules

Assisted the customer in the development of the SDLC documentation, and production support structure

Provided Project Management and technical leadership for the FSCM, Maintenance Pack update project (MP 5 cumulative thru MP 8 delta – 18 months of patches); Duties included, MP downloads, patching the demo database, re-applying customizations (batch & PeopleTools objects), and performing migrations to test and production instances; Performed functional testing for the PO and AP modules (including the development of end-user test scenarios and scripts)

Served as the functional/technical lead for 2007, 1099 tax returns. Responsible for the functional configuration, vendor maintenance, process optimization and customization, testing, end-user training, and production support.

Developed the business process changes and related customizations for Requisition and Purchasing workflow (including a custom PO origin to ship-to location mapping and activity/approval rule set configuration); Provided and automatic load of route control and security setup for end-users.

Revamped the security for the FSCM 8.9 modules that consisted of turning-on the nVision security, role definition for Query and Process Group security, and locking down PeopleTools and reports

Implemented the Payroll to AP interface including requirements gathering, business process documentation, Integration broker/Application messaging setup, functional configuration, as well as, customizations to map FSCM vendor setids to HR.

**PeopleSoft HRMS / FSCM Techno-Functional Lead Nov 02 – Feb07**

**Career Education Corporation (Chicago Illinois)**

**Project # 1: PeopleSoft eRecruit 8.8 Implementation**

* Served as the Functional Team lead for the eRecruit 8.8 roll-out including project planning, module configuration, customization specifications, 3rd party vendor integration, and training and testing for 21 recruiters.

**Project # 2: PeopleSoft HRMS 8.8 Implementation**

* Provided leadership and mentorship for a team of 5 developers (2 consultants and 3 FTEs).
* Developed conversion scripts and programs for HRMS Job and Time and Labor EE enrollment functions (including Dynamic Groups, TL Permission Lists, and User Profile role creation (17,000 employees).
* Customized the Payroll to GL Interface for over 80 HRMS Business Units (including Unit testing, Configuration, and End-User training).
* Filled the role of the primary Time and Labor Technical support involving the development and subsequent migration of custom rules for Time Administration.
* Provided extensive Time Administration Functional/Technical Support including TA reconciliation queries using SQL/PS-Query.
* Served as the Technical Team Lead for the development of conversion, interface, customization, and report programs related to the HRMS 8.8 Implementation.

**Project # 3: PeopleSoft FSCM 8.4 Implementation**

* Performed PeopleSoft 8.4 installation and pre-certification on MS Windows/SQL 2000 operating environment for the following modules: AP, AM, AR, Inventory, PO, GL, and Enterprise Portal; Applied all Application fixes and patches to bring the products current; Planned and sized DB and infrastructure for development, testing, and production.
* Performed PeopleSoft Fin/SCM SP1/PeopleTools 8.42.10 upgrades for Financials/SCM production line including (PO, AP, GL, AM, and IN).
* Provided Application Support for AP, GL, AM, PO, INV, and AR.
* Served as Technical Lead and Functional contributor for Purchasing 8.41 implementation including requisition/PO workflow approvals, automated Email and Fax services for dispatching Purchase orders.
* Develop a standard Interface for converting 3rd party flat files to XML for the delivered GL Import function.
* Served as a team lead for the development of conversion, interface, customization, and report programs.
* Added new products to the Financials Implementation project after go-live (including e-Pro and Strategic Sourcing) Installed, configured, and trained Staff on the maintenance of e-Pro Workflow rules and routings, and the Request for Quote/Strategic Sourcing bidding process.

**PeopleSoft Applications Developer Feb 01 – Nov02**

**Brazoria County Government(Angelton Texas)**

**Project:**PeopleSoft FSCM 7.0 to 8.4 Upgrade

* Upgraded Inventory, Purchasing, AccountsPayables, GL, and Projects/Work Order system from PeopleSoft 7.0 to 8.4. Installed and configured upgrade software including PeopleSoft 8.4 required for installation patches, SQL Server, and all 3rd party applications. Coordinated and conducted transition training, rolled-forward customizations, and managed the overall project (6 month implementation from start to finish).
* Provided Functional Leadership by implementing a custom Vendor Contract Release function (both fixed and open) within the Purchasing Module; This functionality decentralized Purchase Order processing to external departments.
* Provided A/P voucher, approval workflow including configuration of approval rules, routing controls, and links to user worklists from email.
* Configured A/P matching and related workflow.
* Created a custom workflow for the contract release approval process including worklist and email notifications; also made various Panel, PeopleCode, and Application Engine modifications.

**PeopleSoft Financials Techno-Functional Lead Oct 01 – Nov02**

**McLennan County Government (Waco Texas)**

**Project:** PeopleSoft Financials 7.52 Implementation

* Managed the Financial implementation project including GL, A/P, and PO; Project went live in three months and even coordinated activities between user departments and IT.
* Installed, Configured, and Upgraded PeopleSoft Financials 7.52 in the production environment running on the SQL-2000 platform, including database maintenance for backups and restores.
* Provided Functional Leadership for the purchasing module including setup, requisition workflow, and row-level security.
* Developed and Implemented the GL, Control Budget, and Vendor Conversion programs using legacy report layouts (i.e. Trail Balance and Vendor Detail Report); Saved weeks of Cobol programming for the County.
* Automated the migration from test to production by developing scripts to move AP, GL, and PO control tables.
* Provided custom reports/queries to reconcile ledgers between Financials release 7.52 and Budget Planning 8.0 model.
* Provided Technical Support for all Financial Modules (AP, PO, and GL) including AP Bank Reconciliation, custom workflow for Non-PO Voucher Approvals, , and queries for reconciling pre-encumbrance, encumbrances, expense, and actual ledgers.
* Developed SQL scripts to copy notes and capital items between models and wrote SQRs to facilitate the creation of Appropriation Ledger balances from the Organization ledger
* Provided ongoing support for the three month, budget process each year, as well as ongoing production support for the PeopleSoft Financials product line.

**PeopleSoftFinancials Techno-Functional Lead Sep 01 – Oct 01**

**Newtron Group (Baton Rouge, LA)**

**Project:**PeopleSoft Financials 7.52 Purchasing Implementation

* Provided Functional Leadership by prototyping the entire purchasing module in one week as well as consolidating the PO panels and report to meet the customer needs;
* Provided an assessment of the customer’s requirements, configuring the Purchasing module, and demonstrating actual transactions.

**PeopleSoftFinancials Techno-Functional Lead Jun 01– Sep 01**

**City of El Paso (El Paso, Texas)**

**Project:**PeopleSoft Financials Version 7.5 Implementation

* Prepared Technical/Functional Staff with custom workflow relating to GL journal entry approval, and delivered workflow for requisitions and purchase order approvals.
* Provided Technical Leadership and software development in the conversion of Customers in PeopleSoft A/R and Open Items via the Billing Interface using SQR
* Rendered expertise in troubleshooting Application Engine processes for PeopleSoft A/R, Accounts payable, and Billing using Cobol, App. Engine, and SQL trace analysis

**PeopleSoft Financials Technical Lead Jul 00 – Jun 01**

**DePaul University (Chicago Illinois)**

**Project:**PeopleSoft Financials Version 8 Production Support

* Provided Technical Leadership in the design of VB Components and PeopleSoft Message Agent required provide the University the ability to extend PeopleSoftPurchasing over the internet.
* Functionality includes Requisition Entry, Cancel Requisitions, Budget Checking, Purchase Order Inquiry, and Invoice Approval.

**Other PeopleSoft projects:**

**EDI Applications Developer Mar 00 – Oct 00**

**San Francisco based Procurement Management Company(San Franciso, Ca)**

**PeopleSoft Applications Developer Nov 99 – Feb 00**

**Dallas based Retail Company (Dallas Texas)**

**PeopleSoft HCM / Apps Developer Aug 99 – Nov 99**

**Wichita, KS -based Aircraft Company (Wichita, KS)**

**PeopleSoft Consultant Mar 99 – Jul 99**

**Cook Systems International (Dallas Tx)**

**PeopleSoft Financials / HRMS Applications Development Manager May 92 – Mar 99**

**Snelling and Snelling (Dallas Tx)**

**PeopleSoft Applications Developer Sep 85 – May 92**

**Conoco Oil and Gas (Houston Tx)**