VIJAY S. D

About Me

Results-oriented professional with a credible track record of sixteen years with renowned Organizations in India and overseas. Recognised for project delivery excellence with major achievements in successful closure of project on time and budget. Distinction of imparting HCM functional expertise to business requirements. Catalyst interacting with internal/external stakeholders to align the services / project suiting business needs. Architect contributing to design, development and testing for business process reengineering implementation. Single point of contact for client escalations ensuring deliverables are completed within agreed time frame. Lead role in drawing-out process framework backed with extensive documentation ensuring error-free systems.

Experienced in On-Premise – On Premise, Cloud – On Premise and Cloud – Cloud integration solutions and project management. Experienced in managing Mobility application development and other software application development.

Proficient in managing presales activities & client interactions during POCs, managing & delivering Onsite / Offshore projects and client relations. Active member of steering committee / Board contributing towards overall progress of projects. Team leader propelling cross-functional teams to achieve delivery deadlines.

Extensively travelled and worked with clients in Australia, Malaysia, United Kingdom, United States of America, Turkey, India, Nigeria, Ethiopia, Uganda, United Arab Emirates and Kuwait.

Skills & Abilities

- Oracle HCM — 95%
- Fusion HCM — 50%
- MS Projects — 90%
- MS Visio — 95%
- Documentation — 100%
- Waterfall — 100%
- Agile — 100%
- Leadership — 85%
- Client Management — 95%
- Presales — 95%
- App Prototype — 100%

Language Skills

- English — 100%
- Hindi — 100%
- Telugu — 100%
- Tamil — 50%

My Specialities

- Data Transformation
- Cloud Integration
- Product Management
- Digital Transformation
- Solution Architecture
- Process Design
- Project and Delivery Management

Experience

Oct'13 – Till Date
Independent Consulting
Various Roles

Oct'12 – Jul'13
IT Convergence
Service Delivery Mgr / Project Mgr

May'10 – Sep'12
Etisalat Software Solutions
Project Manager

Jul'08 – May'10
Oracle India
Sr. Consultant

Aug'07 – Feb'08
LETS India
Sr. Consultant (Contractor)

Jul'06 – Aug'07
OSI Consulting
Principal Consultant

Aug'05 – Jun'06
Intelligroup Asia
Associate Consultant

Jun'00 – Jul'05
Domain Experience
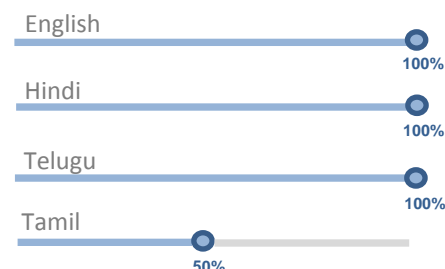
Education & Certifications

1997 – 2000
Bachelor of Commerce
Osmania University

2015
Scrum Master Certified
Scrum Study

2013
Cloud Computing
Exin

2013
ITIL V3 OSA
Exin

2007
Oracle Implementation Champion

Project	On Premise to Cloud Integration
Environment	Oracle EBS 12.2.4 (On Premise) Integration with Fusion HCM 11.1.10 (Cloud) using Fusion Middleware
Duration	February 2016 – July 2016
Role	Solution Architect / Delivery Manager
Responsibility	

Transformed nearly a million lines of data for 26,000 Active Employees and 20,000 Terminated Employees across 26 countries

Performed complex Data Transformation for:

- Workforce Structure which includes Locations, Organizations, Grades, Grade Rates, Job Family and Jobs

- Personal, Employment, Contacts data, Salary, Payroll, Element Entries and Talent Profiles

- Benefits and Beneficiaries

As a Solution Architect, design the integration architecture and define the data transformation required from EBS to the Fusion HCM. Close monitoring of the development of transformation programs. Design data templates to extract the data and load into Fusion HCM. Coordinate with the middleware team for data transformation and loading the data into the fusion application. Review the test scenarios and coordinate with the testing team to complete the testing process.

Project	Mobile App Development
Environment	iOS and Android
Duration	July'15 – Jan'16
Role	Project Manager / Scrum Master
Responsibility	As a Project Manager / Scrum Master, responsible for the end-to-end delivery of the project, manage resources and ensure the deliverables are completed within agreed timelines. Coordinate with the Product Owner to prioritize the product backlog and prepare sprint planning activities which include refining user stories and decomposing epics into user logs. Act as a catalyst between the product owner and development team during prototype solution demo & acceptance.

	Project	Mobile App Development
	Environment	iOS and Android
	Duration	July'15 – Jan'16
	Role	Project Manager / Scrum Master
	Responsibility	As a Project Manager / Scrum Master, responsible for the end-to-end delivery of the project, manage resources and ensure the deliverables are completed within agreed timelines. Coordinate with the Product Owner to prioritize the product backlog and prepare sprint planning activities which include refining user stories and decomposing epics into user logs. Act as a catalyst between the product owner and development team during prototype solution demo & acceptance.

	Project	HR Digital Transformation
	Environment	HR on Cloud, Business Transformation & Advisory
	Duration	March'15 – June'15
	Role	Transformation Advisor
	Responsibility	

- Develop HCM roadmap as part of the management strategy which includes short term and long term plan

- Design & Develop HCM processes (Recruitment, On-boarding, Off-boarding and Learning Management)

- Evaluate HCM cloud products based on the requirements

- Provide Integration Architecture between multiple products

- Submit Recommendation report to the Management on the suggested product implementation roadmap

- As part of the short term roadmap:

- Conduct requirements gathering sessions with the business stakeholders

- Design & Develop HCM processes (Recruitment, On-boarding, Off-boarding and Learning Management) as part of the requirement

- Act a proxy product owner by developing product backlog and coordinate with the users in prioritizing the epics and user stories

- Develop user stories based on the epics and update the product backlog

- Develop sprint backlog and coordinate with the development team to complete the sprint / iteration

- Showcase the functionalities to the business users for their concurrence

- Release the features / functionalities as part of the release plan

Project	Implementation of Oracle EBS HR and Integration between Oracle (on premise) and SAP (On Cloud)
Environment	Oracle EBS R12.2.4, Microsoft Biztalk and SAP
Duration	January'14 – November'14
Role	HR Track Leader / Solution Architect / Consultant

Responsibility

- Conduct requirement gathering meetings with HR business stakeholders for Core HR and documentation of requirements (RD.050)

- Analyze the SAP system for mirroring the Work Structure (Job, Position, Grade, Organizations and Locations) and Employee Information in Core HR

- Gather and analyze additional information required for Finance and Procurement processes

- Design the solution architecture and document the same

- Develop & demonstrate the prototype solution based on the Multi BG business model and Global Deployment functionality to the Global Solution & Design Authority for their concurrence

- Develop the solution by closely working with the Technical team which includes Oracle technical specialists, Microsoft Biztalk and SAP

- Develop the Data Migration templates and close follow up on the data cleansing activity

- Documentation of Solution Design (BR.030) and Setup document (BR.100)

- Conduct User Acceptance Test for solution sign off

- Readiness of the environment for Go-Live and provide continuous support the business

Project	Rollout of Oracle HR, SSHR and Payroll
Environment	R12.1.1
Duration	November'13 – December'13
Role	Business Analyst / Consultant

Responsibility

- Analysis of the existing HRMS system and document the existing processes (high level)

- Setup / Configure Key Flexfields (Jobs, Positions and Grades) to accommodate Work Structure and configure the same

- Configure Person Types, Application Utilities Lookups and User Define Tables

- Configure Oracle HR, SSHR, Payroll, additional Menus, Responsibilities and security profile

- Setup / Configure Payroll, Consolidation Set and Element Links

- Documentation of test cases, test scripts and Setup & Configuration guide

- Conduct and System Integration Testing and User Acceptance Testing
- Configure Production instance with the new configurations

Project	Transition to Private Cloud from Oracle on Demand
Environment	Multiple Applications on Cloud
Duration	October'12 – July'13
Role	Service Delivery Manager / Project Manager
Responsibility	As a **Service Delivery Manager / Project Manager**, a single point of contact for an exclusive North America based Oil & Gas customer contract for Cloud Services worth USD 15million responsible to ensure day-to-day operational activities are adhered to SLA and business continuity is not impacted at any given point of time. Develop & improve Incident Management process and streamline various working function teams ensuring all the services are SLA driven. Service requests raised by the customer would come through the ticketing system and set with the appropriate priority; review the contract as and when required ensuring the services are within the agreed scope. Out of scope service requests are routed through work & cost estimation team(s) and submit the same for customer approval. Ensure all the production environment related changes are routed through Change Management Board for appropriate approvals. Prepare weekly, monthly and quarterly SLA reports for customer and management review. Conduct internal audits for SLA compliance and train the teams on improvement areas. Manage customer escalations and escalate internally to ensure services are provided in time and meet SLAs. Act as a Project Manager for complex cloning, DB upgrade and Server & Network upgrade activities.

Project	HR4ME Process Audit & Re-Engineering
Environment	11.5.10.2
Role	External Auditor
Responsibility	

- Conduct current business process & system process analysis discussions to understand the gap between the same
- Document the gaps identified and submit the same for user and management concurrence
- Develop future system process model and hold review meetings for user acceptance
- Develop high level solution process document and submit the same to

	Project	HR4ME Business Process Audit
	Environment	11.5.10.2
	Role	External Auditor
	Responsibility	

- Conduct current business process & system process analysis discussions to understand the gap between the same
- Document the gaps identified and submit the same for user and management concurrence
- Develop future system process model and hold review meetings for user acceptance
- Develop high level solution process document and submit the same to development team

	Project	Implementation of Oracle AR module and Integration with Billing System
	Environment	11.5.10.2
	Role	Project Manager
	Responsibility	As a Project Manager, responsible for the end-to-end delivery of the project, manage resources and ensure the deliverables are completed within agreed timelines. Act as a catalyst between the user community and team during requirement gathering, prototype solution demo & acceptance. Review all the documentation ensuring the standards are maintained as per Application Implementation Methodology.

	Project	Implementation of Oracle Warehouse Management System and Integration with RFID
	Environment	11.5.10.2
	Role	Project Manager
	Responsibility	As a Project Manager, responsible for the end-to-end delivery of the project, manage resources and ensure the deliverables are completed within agreed timelines. Act as a catalyst between the user community and team during requirement gathering, prototype solution demo & acceptance. Review all the documentation ensuring the standards are maintained as per Application Implementation Methodology.

	Project	Implementation of Oracle iRecruitment and Learning Management System
	Environment	11.5.10.2
	Role	Solution Architect
	Responsibility	As a Solution Architect, responsible for the solution architecture of iRecruitment and Learning Management System and to integrate with the existing HCM solution landscape. Communicate and negotiate with the business stakeholders and management for final fitment of the solution, end-to-end delivery of the project, manage resources and ensure the deliverables are completed within agreed timelines. Act as a catalyst between the user community and team during requirement gathering, prototype solution demo & acceptance. Review all the documentation ensuring the standards are maintained as per Application Implementation Methodology.

	Project	Implementation of Oracle HR, GL, AP, AR and FA
	Environment	R12.1.2
	Duration	May'10 – October'10
	Role	Project Manager
	Responsibility	As a Project Manager, responsible for the end-to-end delivery of the project, manage vendor resources and ensure the deliverables are completed within agreed timelines. Act as a catalyst between the user community and team during requirement gathering, prototype solution demo & acceptance. Review all the documentation ensuring the standards are maintained as per Application Implementation Methodology.

	Project	Implementation of Oracle HR
	Environment	R12.0.6
	Duration	December 2009 – May 2010
	Role	Functional Consultant
	Responsibility	

- Conduct Requirement Gathering meetings with Business Users and capture the requirements in RD.050
- Develop high level business process flows and document the same in BF.045
- Setup & Configure Oracle HR (Key Flexfields, Work Structure, Extra Information and Special Information)
- Develop Test Cases & document Test Scripts in TE.040

	Project	Implementation of Oracle HR, iRecruitment and Learning Management System
	Environment	R12.0.6
	Duration	December 2008 – November 2009
	Role	Functional Consultant
	Responsibility	

- Conduct Requirement Gathering meetings with Business Users and capture the requirements in RD.050
- Develop high level business process flows and document the same in BF.045
- Setup & Configure Oracle HR iRecruitment and Learning Management System to conduct Conference Room Pilot (CRP1)
- Develop Responsibility Matrix and define Menus, Sub-Menus, Responsibilities and Grants using Functional Administrator responsibility
- Design the solution based on high level business process flows and capture the solution in BR.030
- Conduct Conference Room Pilot (CRP 2) to demonstrate the solution
- Realign the solution based on the changes suggested by Business Users during CRP 2
- Develop Test Cases & document Test Scripts in TE.040 and conduct User Acceptance Test (UAT)
- Develop and document User Guides in DO.070 and conduct user training
- Document BR.100 (setup & configuration) document and complete production setup activities
- Provide production support to users and raise SR to Oracle to fix bugs

	Project	Implementation of Oracle HR and Performance Management
	Environment	R12.0.6
	Duration	July 2008 – November 2008
	Role	Functional Consultant
	Responsibility	

- Conduct Requirement Gathering meetings with Business Users and capture the requirements in RD.050
- Develop high level business process flows and document the same in BF.045
- Setup & Configure Oracle HR (Key Flexfields, Work Structure, Competencies & Career Management, Rating Scales, Extra Information and Special Information) & Performance Management (Key Flexfield, Competencies, Rating Scales, Workforce Performance Management, Objective Library, Appraisal Templates, Approvals) to conduct Conference Room Pilot (CRP 1)
- Extensive personalization of OA Framework to meet the business specific

requirements

- Design the solution based on high level business process flows and capture the solution in BR.030

- Conduct Conference Room Pilot (CRP 2) to demonstrate the solution

- Realign the solution based on the changes suggested by Business Users during CRP 2

- Develop Test Cases & document Test Scripts in TE.040 and conduct User Acceptance Test (UAT)

Oando	Project	Implementation of Performance Management and Learning Management System
	Environment	11.5.10.2
	Duration	August 2007 – Feb 2008
	Role	Functional Consultant
	Responsibility	

- Conduct Requirement Gathering meetings with Business Users and capture the requirements in RD.050

- Re-engineering of Performance Management business process

- Develop high level business process flows and document the same in BF.045

- Setup & Configure Performance Management Plan and Learning Management System to conduct Conference Room Pilot (CRP 1)

- Extensive personalization of OA Framework to meet the business specific requirements

- Develop Responsibility Matrix, define Menus, Sub-Menus, Responsibilities & Grants using Functional Administrator responsibility

- Design the solution based on high level business process flows and capture the solution in BR.030

- Conduct Conference Room Pilot (CRP 2) to demonstrate the solution

- Realign the solution based on the changes suggested by Business Users during CRP 2

- Develop Test Cases & document Test Scripts in TE.040 and conduct User Acceptance Test (UAT)

- Develop and document User Guides in DO.070 and conduct user training

- Document BR.100 (setup & configuration) document and complete production

setup activities

- Provide production support to users and raise SR to Oracle to fix bugs

Project	Implementation of Performance Management and Learning Management System	
Environment	11.5.10.2	
Duration	August 2007 – Feb 2008	
Role	Functional Consultant	
Responsibility		

- Conduct Requirement Gathering meetings with Business Users and capture the requirements in RD.050

- Re-engineering of Performance Management business process

- Develop high level business process flows and document the same in BF.045

- Setup & Configure Performance Management Plan and Learning Management System to conduct Conference Room Pilot (CRP 1)

- Extensive personalization of OA Framework to meet the business specific requirements

- Develop Responsibility Matrix, define Menus, Sub-Menus, Responsibilities & Grants using Functional Administrator responsibility

- Design the solution based on high level business process flows and capture the solution in BR.030

- Conduct Conference Room Pilot (CRP 2) to demonstrate the solution

- Realign the solution based on the changes suggested by Business Users during CRP 2

- Develop Test Cases & document Test Scripts in TE.040 and conduct User Acceptance Test (UAT)

- Develop and document User Guides in DO.070 and conduct user training

- Document BR.100 (setup & configuration) document and complete production setup activities

- Provide production support to users and raise SR to Oracle to fix bugs

Project	Implementation of Oracle HR and SSHR	
Environment	11.5.10.2	
Duration	January 2007 – July 2007	
Role	Functional Consultant	
Responsibility		

- Conduct Requirement Gathering meetings with Business Users and capture the requirements in RD.020

- Setup & Configure standard functionality and conduct Conference Room Pilot (CRP 1)

- Conduct Business User meetings to finalize the Future Business Model and develop BP.080 document

- Setup & Configure Key Flexfields, Work Structure, Extra Information, Special Information, Competence Management, Career Management and Appraisals

- Personalize OA Framework to cater Self Service HR requirements

- Design and develop Responsibility Matrix

- Design the solution based on Future Business Model and capture the solution in BR.030

- Conduct Conference Room Pilot (CRP 2) to demonstrate the solution

- Realign the solution based on the changes suggested by Business Users during CRP 2

- Develop Test Cases & document Test Scripts in TE.040 and conduct User Acceptance Test (UAT)

- Develop and document User Guides in DO.070 and conduct user training

- Document BR.100 (setup & configuration) document and complete production setup activities

- Provide production support to users and raise TAR to Oracle to fix bugs

	Project	System Audit of Oracle HR and SSHR
	Environment	11.5.10.2
	Duration	December 2006 – December 2006
	Role	External Auditor

Responsibility

- Review the HR Business Processes against the system defined processes

- Review documentation provided by the implementation team

- Analyze the setups / configurations and conduct discussions with the implementation to analyze the underlying reasons for the system setup

- Documentation of audit report with recommendations and submit the same for management's concurrence

	Project	System Audit of Oracle HR and SSHR
	Environment	11.5.10.2
	Duration	December 2006 – December 2006
	Role	External Auditor

Responsibility

- Review the HR Business Processes against the system defined processes

- Review documentation provided by the implementation team

- Analyze the setups / configurations and conduct discussions with the implementation to analyze the underlying reasons for the system setup

- Documentation of audit report with recommendations and submit the same for management's concurrence

	Project	Upgrade of Oracle HR, iRecruitment and Learning Management System
	Environment	11.5.9 to 11.5.10.2
	Duration	November 2005 – June 2006
	Role	Functional Consultant

Responsibility

- Develop and document Current Business Processes in RD. 020

- Analyze the Current Business Processes as per RD.020 and identify & document custom business processes in BR.030

- Conduct Functional Matrix Analysis to identify the custom business processes which can be mapped to the standard functionality after the post upgrade

- Develop and document Future Business Model in BP.080

- Conduct extensive testing on the new functionalities using Black Box Technique to identify any lapse during upgrade

- Develop Test Case Scenarios and document Test Scripts in TE.040

- Conduct application testing based on TE.040 and provide test results to the User

- Assist User in testing the application based on TE.040

- Develop and document User Guides in DO.070

- Provide User support for functional issues and bug fixing by raising SR to Oracle

Project	Implementation of Oracle HR and SSHR
Environment	11.5.10.1+
Duration	August 2005-October 2005
Role	Functional Consultant
Responsibility	

- Conduct Requirement Gathering meetings with Business Users and capture the requirements in RD.020 document

- Setup & Configure standard functionality and conduct Conference Room Pilot (CRP 1)

- Conduct Business User meetings to finalize the Future Business Model and develop BP.080 document

- Setup & Configure Key Flexfields, Work Structure, Extra Information, Special Information, Absence Management, Competence Management, Career Management, Appraisals, Recruitment process & Operating Unit based Security Profile

- Personalize OA Framework to cater Self Service HR requirements

- Design and develop Responsibility Matrix and System Administration activities setup which include, creation of Users, Menu & Sub Menu, Functions and Responsibilities

- Design the solution based on Future Business Model and capture the solution in BR.030

- Conduct Conference Room Pilot (CRP 2) to demonstrate the solution

- Realign the solution based on the changes suggested by Business Users during CRP 2

- Develop Test Cases & document Test Scripts in TE.040 and conduct User Acceptance Test (UAT)

- Develop and document User Guides in DO.070 and conduct user training

- Document BR.100 (setup & configuration) document and complete production setup activities

- Provide production support to users and raise TAR to Oracle to fix bugs

Contact Me

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