**Kiran**

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| kiran.oraclehcm@gmail.com | 682-202-0755 |

**Skills and Experience**

* Close to 9 years of IT experience and 6 years of experience in HCM/HRMS applications of Oracle E-Business Suite.
* Experience in preparation of Functional Design (MD.050), Technical Design (MD.070), GAP Analysis (BR.040), Conversion Design (CV.040), and Test Scripts (TE.040) documentation using AIM.
* Expertise in gap analysis, application design, application configuration/customization/personalization, SIT testing, UAT run and production support.
* Experience in design of RICE (Reports, Interfaces, Customizations and Extensions) and Workflows.
* Working experience in WebADI, OAF, XML Publisher.
* Experience in Oracle HR – Workday Integration.
* Experience in writing and modification of Fast formulas used in Oracle Payroll, Oracle Advanced Benefits.
* Experience in requirement gathering, solution designing, peer reviews, testing and deployment processes.
* Experience in interfacing Oracle HCM Applications to either third party applications or other applications in the Oracle E-business suite.
* Experience in payroll balance configuration and conversion, year-end and mid-year balance adjustment, execution of payroll processes, generation of Pay slip and government reports for Oracle Payroll.
* Proficient in defining Users, Responsibilities, Creating Functions, Menus, Request sets, Request groups, Registering Concurrent programs, Lookup types and defining Value sets.
* Experience in Multi-Org Global Oracle E-Business Suite implementation.
* Experience in implementing and managing CMMI level 5 and SOX complaint processes.
* Involved in Project Management activities like preparation of Project Plan, generation of different project level matrices, Audits, People Management, Delivery Management, etc.
* Rich experience of working with user teams based at different locations like (USA, UK, India and South Africa).

**Technical skills**

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| **Specialties** | Oracle E-Business Suite (Version R11, R12)  **HRMS Modules** (6.5 Yrs): Core HR, Payroll, Self Service, Advanced Benefits, Compensation Workbench, iRecruitment, Oracle Learning Management, Time and Labor.  **VCP Modules** (1 Yr): Demantra  **CRM Modules** (1.3 Yr): Oracle Teleservices, Oracle Sales Online, |
| **Technical** | Oracle Forms Builder, Oracle Workflow Builders, WED-ADI, PL/SQL Developer, Toad, BMC Remedy, Win Merge, WinSCP, Microsoft Visual SourceSafe, Demantra Tools, HTML, Java, C and C++, Adobe Photoshop CS, Adobe Photoshop Lightroom. |
| **Personal** | Adept and proactive at mastering new concepts through self learning |

**Professional Experience**

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| **Job Title** | Aviva PLC |
| **Role** | Project Leader and Techno-Functional Consultant, Oracle HRMS |
| **Tools** | Oracle Reports 10g, Discoverer, Web ADI, PVCS, PLSQL Developer, Win-SCP, Metalink and Oracle Workflow Builder. |
| **May 2013 – Jul 2015** | * Setup of standard initial configuration like organizations, locations, elements, element links, costing, job titles, accrual plans, payrolls, bank details, cost centers, Global Values, Application Utility Lookups, Security Profiles, users, responsibilities, request sets and menus. * Defined configuration for HR like Descriptive Flex Fields, Key Flex Fields, Validation Sets, and Special Information Types. * Involved in the application design as to map the business requirements by means of customizations or extensions. * Created the Inbound integrations for all core HR functionalities like Hire an employee, Rehire an employee, Terminate an Employee, People, Assignment, Address, Pay method, Salary, Absence, Paid time off and Outbound interfaces for transfer of Oracle Payslips to Workday system via Workday’s web services. * Configuration management for project assets of RICE Components (both deliverables and non-deliverables). * Developed solutions using WebADI, Oracle Reports and Workflow builder. * Modified the seeded HR workflow processes as per the needs for Oracle Self Service. * Design, development, and maintenance of applications written in PL/SQL, Oracle 6i forms, Oracle 6i reports and UNIX. * Managed all the processes involving between Requirements gathering to Project Delivery till QA audits, as per the AIM methodology and SDLC life cycle standards. * Design and develop Interfaces batch and real time processes for loading data from internal and external systems using SQL Loader. * Process improvement and Value Additions. * Performance tuning and optimization of oracle programs. * Team management involving   + Time sheet creation, Task assignment and monitoring and maintenance of project delivery matrices.   + Knowledge sharing using learning session.   + Backup Creation. * Training and handover sessions with support team and user group. |

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| **Job Title** | Hibernian |
| **Role** | Senior Developer and Analyst, Oracle HRMS |
| **Tools** | Oracle Reports 10g, Web ADI, VSS, PLSQL Developer, Putty, Metalink and Oracle Workflow |
| **Aug 2011– Apr 2013** | * Worked on with Payroll processing steps and setups. * Involved in the application design as to map the business requirements by means of customizations or extensions. * Design and development of enhancements using PLSQL, WebADI, Oracle Reports (6i and 10g), Workflow Builder. * Time entry, time approval, time administration. * Defined and documented business requirements for Oracle Human Resources including HR Self Service, Recruiting, Appraisals and Compensation, etc. * Involved in defining Elements, Element sets, Assignment sets, Consolidation set, Element links. * Customer management with effective interaction right from requirement gathering to status reporting. * Configuration management for project assets of RICE Components (both deliverables and non-deliverables). * Wrote PLSQL, SQL code along with restructuring SQL to improve query responses (SQL Tuning). * Used Task flows and security to assist in HR data entry. * Managed all the processes involving between Requirements gathering to project delivery till QA audits, as per the AIM methodology and SDLC life cycle standards. * Data migration from Oracle applications to excel sheet using outbound interfaces. * Responsible for coding, testing & debugging of Interface Scripts, shell scripts, conversion API's and packages. * Performance tuning using trace and TKPROFs. * Process improvement and Value Additions. * Performance tuning and optimization of oracle programs. |

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| **Job Title** | Ingersoll Rand, USA |
| **Role** | Developer, Oracle Demantra |
| **Oct 2010 – Jul 2011** | * Point-to-Point implementation of Oracle Demantra Demand Management. * Impact analysis of Oracle Apps decommissioning and changes required to implement the existing jobs and workflow. * Development of below Oracle Functionalities in the absence of Oracle Foundation Services.   + Concurrent Jobs (In the absence of Concurrent Manager).   + Data Load functionalities and interface with external VCP modules.   + Invoke external Oracle Database Executables using standard Demantra Workflows.   + Custom Demantra workflow using PLSQL coding for report generation and sales load activities.   + Technical solution design and development RICE components using AIM along with Configuration management for project assets of RICE Components (both deliverables and non-deliverables). * Development of Interface with VCP (Inbound) and BI (Outbound). * Coordination with the Onsite and Offshore Team. * User, Security and Demantra data management. * Good experience in Level, Series, Forecast Engine Configurations. * Perform completed cycle of historical sales load to forecast generation. |

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| **Job Title** | Neotel Pty Ltd. |
| **Role** | Developer, Oracle HRMS |
| **Tools** | Oracle Reports 6i,Remedy, Web ADI, PVCS, PLSQL Developer, Win-SCP, Metalink and Oracle Workflow Builder |
| **Jan 2008 – Sep 2010** | * Designed, setup, tested and documented system admin and security related setups. * Designed and documented Key Flexfields, Descriptive Flexfields, Special Information Types and Extra Information Types setups * Identified setup and documented Positions, Jobs, Grades, Organizations and People Group * Defined, setup and documented Position and Organizational Hierarchies * Designed, configured and documented HRMS security setups including Responsibilities, Request Groups, Custom Forms, Task flows, Menus, Functions and Security Profiles. * Development of DB Objects, Table, Views, Functions, Packages and Procedures. * Development of SQL/Shell scripts, SQL Loader. |

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| **Job Title** | Tata Communications |
| **Role** | Contractor/Maintenance and Support Executive , Oracle CRM |
| **Tools** | Forms Builder, Remedy, VSS, Filezilla, Metalink |
| **Sep 2006 – Dec 2007** | * Debugging and troubleshooting the application. * Problems incident resolution using enhancements and development activities. * Identifying risks proactively and proposing solutions to resolve them. * Client communication and training. * Job Scheduling and monitoring of the systems using various tools. * Housekeeping and Debugging activity of the application. * Bug fixing on Custom Forms and CUSTOM.PLL * Bouncing of application server. * Generate trace, TKPROF, generate application health report for SR resolution with Metalink. * User training for the any new enhancements and projects. * Understanding the change requests / enhancements and identifying the root cause of the problem. * Interacting with Oracle Support for resolving critical issues through Service Request (SR) and Oracle Web Conference (OWC). |

**Certifications**

1Z0-548: Oracle E-Business Suite R12.1 Human Capital Management Essentials.

**Education**

| **Completed** | **Institution** | **Degree / Qualification** |  |
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| 2006 | Jawaharlal Nehru Technological University, Hyderabad, India | BE |  |