

**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) winner and attained Master level(Link) 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.  
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**(Narendra)**