DAVID HARDACKER, MBA   SENIOR PEOPLESOFT CONSULTANT

PROFESSIONAL SUMMARY:

- Senior Project Management consultant skilled in leading implementations for HR and Payroll Systems such as Workday, Oracle-PeopleSoft, Taleo, ADP, SAP (SuccessFactors), and Lawson-Infor.
- Deep experience with Public Sector. He was Lead HCM Consultant for many cities, state government, hospitals, and led project and business process activities.
- Manage large-scale projects business process activities to implement cloud software applications (SaaS) for enterprise organizations. Managed the selection, procurement, and implementation of disparate systems for HR, Recruiting, Talent Management, Benefits, Payroll, and related integrations.
- Experienced with cloud architecture and managing service host providers, including integrating in/out of Workday, Salesforce, Service Now using Oracle, Microsoft Azure, and the AWS host platform.
- Module Lead for world's largest PeopleSoft engagement (Air Force), PM at first Univ. of CA implementation, project with the highest budget per Oracle. Payroll Test Lead for most UC Locations.
- Deep knowledge of technical architecture; including SSO/MFA, identity management, workflow, security, cloud and batch interfaces, data conversions and data modeling, Jira, Web Services, and implemented several financial modules.
- Non-typical combination of functional and technical skills. Past positions range from Payroll Manager for Austin's largest employer to Technical Consultant and Data Conversion Specialist (ETL).
- MBA with professional certifications as an HR Systems Professional Certification (IHRIM) and Certified Payroll Professional (CPP) with the American Payroll Association, all PMP required courses completed.

TECHNICAL SUMMARY:
ERP and Related Software

- Manage integrations with HCM/Payroll vendors, web services integrations, and data conversion.
- CRM: Salesforce, JIRA (Atlassian) and SNOW for issue tracking and metrics and HP-ALM for test execution and metrics.
- Workday Global HR, Time and Absence, Benefits, Lawson (S3 and 10), and PeopleSoft (v9.2#) – extensive functional and technical training.
- Accelerated Technical Track (consultants only). Courses include: PeopleCode I & II, SQL/SQR, PeopleTools Overview & Config., PS Query, and Process Scheduler. (Pleasanton, CA)
- PeopleSoft HRMS, PeopleTools Technical & Functional HRMS, Position Management, Core Human Resources, Commitment Accounting, Payroll, Public Sector, Business Processes Design, Workflow Financial Modules (AP, GL, AR, Purchasing, nVision, and Crystal Reports (Atlanta)
- Microsoft Office Word, Excel, Access, Outlook – high-to-expert level proficiency
- Microsoft Project, Visio, Power Point, TEAMS, SharePoint – intermediate-to-high level proficiency
- Certified in EXTRACT®, ETL tool for data conversion, user of other ETL tools.
- Databases – user of Oracle, SQL Server, DB2, Hadoop & Impala, MS Access
- Crystal Reports, SAP BPC (business intelligence), Tableau – intermediate level proficiency
- HCM Metrics – Workforce, Headcount, Performance, Engagement, Turnover, Succession
- SQL, Programmer Editors, and Query Tools – intermediate level proficiency
- Hosting AWS, Azure, Remote desktop, various VPNs (Zscaler, RSA)

PROFESSIONAL EXPERIENCE:
August 2022 to June 2024
Applied Material, Austin TX
Global Workday/HRIS Project Manager (Remote Contract)

- Manage and document **Workday integrations (Benefit and Health Care Providers) with global HR and Payroll systems**. Configure systems to accommodate global privacy and HR regulations by country.
- Lead global teams to meet timelines and deliverables.
- Direct efforts for system design, configuration, and testing
- Present risks and remediation to Global IT Leadership
- Primary software technologies utilized: Workday, Saba, Hadoop, SNOW, SQL, MS Project, TEAMS

December 2021 to August 2022
University of California, Riverside, CA
Payroll-to-GL Project Manager (Remote Contract)
- Project Manager to resolve production issues with highly customized Payroll-to-GL interface processes.
- Presented issues and solution approaches to campus controllers and location subject matter experts.
- Deliver monthly GL Sprint Releases to Production, Manage rewrite of Retro Pay-to-Oracle GL interface.

May 2020 to November 2021
Texas Workforce Commission, Austin, TX
Oracle-PeopleSoft & Taleo Project Manager
- Upgraded PeopleSoft (CAPPS) for a large state agency.
- Took over Senior PM role for a project in trouble.
- Lead and rescued teams having difficulty meeting deliverables.
- Directed efforts for system design, configuration, and migration from a highly customized 9.1 version to the State of Texas Comptroller's 9.2 version.
- Wrote the RFP for a new recruiting system and Taleo implementation services.
- Managed the integration and implementation of Oracle-Taleo.
- Managed deployment of Fluid (Mobile) Pages and creation of an RFP for a new Time and Leave System.
- Primary software technologies utilized: PeopleSoft 9.2, Oracle-Taleo TEE, SNOW, SQL, TEAMS.

April 2015 to May 2020
University of California, Oakland, CA
HR Systems Project Manager
- Implement PeopleSoft for all UC systems (12 Universities and 5 Medical Centers)
- Serve as Project Manager for the first location to Go-Live (UCOP)
- According to Oracle, their largest ERP project during its implementation
- Lead and rescued local Office of the President teams having difficulty meeting the demands of the project; replaced the previous PM.
- Performed coordination and oversight duties for UCPath's first client location.
- Manage Pay Parallel Testing for multiple UC Locations. Primary software technologies utilized: PeopleSoft 9.2, Oracle, JIRA, SQL, Kronos, ALM, AWA, and Oracle Hosting

August 2014 to April 2015
IBM, San Antonio, TX
PeopleSoft HR Lead
- Served as HR Lead at the world's largest ERP pre-implementation Blueprint Project (US Air Force)
- Lead and rescued teams having difficulty meeting deliverables. Perform design, configuration, and demonstrations for US Air Force Project and Finance management.
- Primary software technologies utilized: PeopleSoft 9.2, Oracle
- Maintained the required Secret Security Clearance to perform the role with the US Air Force

Mar 2014 to August 2014
Tribune Companies, Dallas, TX
Workday and PeopleSoft ERP Systems

- Tribune is the second largest media company. Brought in to support payroll related M&A from numerous companies being converted into to PeopleSoft with short timeframes.
- **Migrate PeopleSoft HCM and Payroll data to Workday in support of Workday implementation partners**.
- Perform Workday payroll data migration and related pay accuracy testing (multi-state).
- Create conversion processes to add acquired company balance data and run payroll to test accuracy.

April 2006 – March 2014
Vizient, Inc, Dallas, TX (formally known as VHA)
Director of HR Operations (2010 – 2014)
HRIS Project Manager (2007 – 2010)
PM Recruiting (2006 – 2006)
- Increasing responsibility from PeopleSoft Recruiting PM to the Director of HR Operations from April 2006 to March of 2014 with VHA, the largest health supply-chain cooperative
- Manage the selection, procurement, and implementation of disparate systems for HR, Recruiting, Performance Management, Benefits, and Payroll
- Work with stakeholders to **migrate legacy systems to Workday HCM/Payroll**.
- Perform or lead all conversion and interface mapping activities. Create extensive metric dashboards and project plans. Track project issues and risks, and work with ERP project teams to identify resolutions.
- Create extensive HCM Metric dashboards and project plans.
- Track project issues and risks and identify resolutions.
- Lead and document Business Process Design and Fit-gap meetings
- Mentor staff on ERP best practices
- Write RFPs and review vendor proposals, lead integration projects and convert data between disparate systems in short timeframes. Integrate/automate data exchange with Benefit and Health Care Providers
- Primary software technologies utilized: Workday, PeopleSoft 9.1, Lawson S3, 10#, Oracle (Taleo), SAP (Success Factors)

October 2006 to June 2007
University of Texas MD Anderson Hospital, Houston, TX
PeopleSoft Functional PM (2006 - 2007)
Upgrade Project Manager (2005 – 2006)
- Upgraded PM for all HCM modules (HR, Payroll, and Benefits Administration)
- Helped client implement best business practices and reduce system customizations.
- Measured the ROI of decision options and managed project tasks.

October 2004 to August 2005
Convergys (State of Texas), Austin, TX
PeopleSoft Functional Lead
- Functional HR Lead for a large (50,000+ employee) multi-vendor project to outsource the HR, Payroll, and Timekeeping business functions for multiple state agencies.

November 2003 to October 2004
Xcel Energy, Minneapolis, MN
PeopleSoft HR Upgrade Lead
- HR Lead for v8.8 upgrade. First consultant on-site to help support project scope and staffing.
- Help create organizational structure, project plan, requirements review, and issue resolution process Conduct meetings and presentations to the Steering Committee
- Responsibilities included requirements gathering, v8.8 prototyping, loading sample data, creating configuration documents, business process mapping, test plans and scripts.

June 2003 to October 2003
Portland Public Schools, Portland, OR
PeopleSoft Project Manager
- Functional Lead/PM for a v8.8 upgrade of v7.5 HR, Benefits, Payroll, and Time and Labor modules.
- Responsible for requirements gathering, managing functional and technical consultants, organize and conduct Fit-Gaps, create configuration documents, prototype business processes and convert data.

July 2002 to October 2002
Seattle Public Schools, Seattle, WA
PeopleSoft Functional Lead / Project Manager
- PM for a v8.8 upgrade of v7.5 PeopleSoft. Functioned as both PM and HR Lead during fit gap.
- Responsibilities included requirements gathering, managing functional and technical consultants, organize and conduct Fit-Gap sessions.

May 2001 to June 2003
Texas Department of Health, Austin, TX
Engagement Manager / Co-PM
- Full lifecycle Project Manager across all HCM modules: HR, Benefits, Payroll, Commitment Accounting, and Time and Labor
- Organized and conducted v8.3 Fit-Gap sessions for 14 Texas Health and Human Services agencies with 2,000+ system requirements.
- Presented change management impact reviews to the Executive Steering Committee
- Managed tasks and dates of the project plan and accomplished project goals.

Jan 2001 to Mar 2001
Texas Office of Attorney General, Austin, TX
HR Techno-Functional Lead (2001)
HR Techno-Functional Lead (1998 – 1999)
- PeopleSoft HR Lead for a rapid upgrade to HRMS v8.1 from v7.5
- Responsible for data mapping and conversion, business process analysis, managing technical and functional resources, and analyzing existing system modifications versus changing business processes.
- Conducted project planning, quality review, and task management.

June 2000 to January 2001
Texas Workforce Commission, Austin, TX
PeopleSoft HR Lead
- Full life cycle HR Lead to implement PeopleSoft v7.5 software.
- Responsible for guiding client management in new business processes to accommodate PeopleSoft.
- Conducted HR design sessions in all areas of HR and Benefits, Security, and Self Service
- Analyzed system modifications and created design specifications.

January 2000 to January 2001
Epic Edge, Austin, TX (Consulting Services)
ERP Practice Director
- Drove consulting sales and coordinate procurement activities.
- Negotiate contract terms and conditions, vendor responses, vendor and customer discussions, and contract staffing.
- Also serve as PM/HRMS Lead at various PeopleSoft software implementations.

June 1997 to July 1998

Hospital Sisters Health System, Springfield, IN
Technical PeopleSoft Consultant
- Full lifecycle implementation of v7.0 PeopleSoft HRMS. Lead and participate in design and prototyping sessions to rapidly deploy the new system.
- Assisted the Project Manager in managing technical issues and documentation.
- Create extensive source-to-target mappings for HR, Payroll, and Benefits data.
- Filtered and scrubbed legacy mainframe data and removed data anomalies and referential integrity problems.

January 1996 to May 1997
Case Corporation, February Racine, WI
Lead Technical Consultant
- Technical Lead and HR Business Analyst for a GEAC SmartStream ERP full life cycle project
- Worked with the project team to setup and convert data to support a Global implementation.
- Migrated from an IBM Mainframe to a Sybase / HP-UNIX platform.
- Created and executed conversion routines to move twenty years of mainframe history where table volumes often exceeded one million rows.

1994 to Jan 1996
Texas Department of Health (TDH), Austin, TX
Project Manager, DBA, Senior Systems Analyst
- Project Manager for a $20+ million statewide health clinic automation project
- Manage technical and training staff for TDH's statewide Integrated Eligibility Project

Fall 1995
Austin Community College, Austin, TX
Instructor
- Taught a one-semester course "Introduction to Microcomputer Databases" while working full-time at the Texas Department of Health

EDUCATION:
M.B.A., Texas State University
B.S. in Business, University of Colorado at Boulder

CERTIFICATIONS:
- HR Systems Professional Certification (IHRIM)
- CPP, American Payroll Association
- PMP Certification (all requirements met, pending test).

PROFESSIONAL MEMBERSHIPS & TRAINING
- Workday Rising Conference, SAP Annual Conference, Oracle Annual Conference Attendee
- Board Member (2010-2014) Lawson Southwest Users Group
- Microsoft Software Partner (1999- 2010)
- CPP (Certified Payroll Professional) by the American Payroll Association; inactive
- Project Management Institute (PMI) member
- Governor's Office Management Development Center – Manager Training Program
- Certified Facilitator in IBIS® Problem Resolution Methodology (Austin Tech Incubator)

- IHRIM member, Session speaker at Inforum Annual Software Conference