

Kumar Dileep
Oracle Cloud HCM Techno Functional Consultant
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SUMMARY:

- **Having 13 years** of experience as an **Oracle Cloud HCM Techno Functional Consultant** with expertise in **HCM Modules** like **Global HR, ORC, Payroll, Talent Management, Compensation Management, OTL, HCM Extract, Fast Formulas, BI Publisher, OBIEE, HDL, REST/SOAP, SQL and PL/SQL.**
- Proficient in the use of Oracle Cloud standard tools for migration of HCM and scm data **HCM Data loader, Spreadsheet Loaders, Payroll Batch Loaders, ADI Integration Tools.**
- Proven experience in **Oracle Cloud Integration/Data Conversions** using HDL, APIs, Open Interface tables, web services, etc., including knowledge of SaaS-PaaS integrations, hybrid integration approaches with on-premises applications, and supporting middleware technologies.
- Good Experience in Oracle Cloud standard tools for integrations within ERP and HCM **BI Publisher, HCM Extract, Oracle Atom and Rest Feeds.**
- Involved in implementations and development of **Oracle HCM Cloud applications, Oracle Integration Cloud (OIC) and client specific customization, interfaces built using OIC.**
- Good Experience in **Oracle Cloud reporting standard tools:** OTBI, BI Publisher.
- Experience in Customizing **Cloud HCM Security components** like Data Role, Job Role and Duty Role.
- Good knowledge on **AIM/OUM Methodology.**
- Good experience in PeopleSoft Payroll module, **integrations, and conversions.**
- Experience in interface using **HCM Extracts** and with multiple delivery options to other payroll vendors.
- Exporting all work structures, employees, External Candidates from **Global HR to Taleo recruiting.**
- Excellent experience in Data loading into **Fusion HCM using HCM Data Loader Tool** which includes the Workforce structure data, Worker data, Work relationships data and Talent Management Data.
- Experienced in configuring Workflow routing rules for all **Manager Self-services (MSS) and Employee Self-services** Hands on experience in development of both **HCM data Loader & Outbound interfaces** using HCM Extract, BI publisher & Data Modelling.
- Extensive experience on **HRMS Modules (Core HR, Payroll, OTL, SSHR, OTL, OLM, AME, iRecruitment).**
- Configured and managed candidate job application details and workflow in ORC using Redwood, enhancing recruiter and hiring manager experience with streamlined candidate review, feedback, and interview scheduling. Extensive experience in data migration techniques using **SQL* Loader, Import/Export.**
- Good working experience in **RICE, AME, SQL, PL/SQL, OAF pages development and Extensions.**
- Designed and deployed custom Redwood extensions using Visual Builder Studio (VBS) and VBCS to address complex business requirements and integrations.
- Worked on **Workflow's & AME Approval Groups, Approval Process.**
- Implemented validation rules and regular audit processes to maintain data integrity, compliance, and alignment with organizational policies.
- Proficient in **Redwood VBS** personalization's (Guided Journeys, embedded BI reports, role-based expressions, CI/CD pipelines) and Oracle **AI Agent Studio** (25D agent configuration, monitoring, HCM integration)
- Participated in end-to-end HR system configuration, including legal entities, business units, and all workforce structure objects, to ensure seamless integration with Position Management.

Technical Skills

ERP	Global HR, Payroll, OTL, OAB, OPM, SSHR, AME, Sys Admin and AOL
Application Tools	OIC/ICS/VBCS, HDL, FBL, PBL, Sand Box SQL plus, SQL Developer, Security, PL/SQL, SQL*LOADER, Workflow Builder, BI Publisher (XML Publisher), Visual Builder Studio
Database Tools	TOAD, SQL* Loader, SQL* Plus, SQL* Developer
Languages	SQL, PL/SQL, Java
Web Technologies	HTML, XML, Web Services
RDBMS	Oracle 10g/11g/12c
Operating System	Windows NT/XP/2000/98, UNIX, Linux

Professional Experience:

Client: Ricoh USA, Exton, PA

Period: Aug 2024 – Till Date

Role: Lead Core HR

Responsibilities:

- Lead and participate in Oracle Cloud HCM Core HR implementations, including gathering business requirements, performing fit-gap analysis, and mapping them to system functionalities.
- Configure enterprise structures and foundational setups such as approval workflows, self-service transactions, and notifications.
- Configured and maintained Position Management module in Oracle Cloud HCM, including defining positions, job roles, and reporting hierarchies to establish clear organizational structure.
- Designed and implemented Redwood page personalization's using Visual Builder Studio Express, including page-level business rules, guided journeys, and contextual analytics for HCM flows.
- Built and deployed HCM Visual Builder extensions via Git-based VBS projects and CI/CD pipelines, coordinating code reviews, merge requests, and multi-pod deployments.
- Managed the full lifecycle of positions—creation, modification, inactivation, and retirement—ensuring accurate workforce planning and headcount management.
- Enabled position synchronization to automatically inherit assignment attributes such as job, department, and location, reducing manual data entry and ensuring consistency.
- Provide hands-on support for system design, delivery, and production systems maintenance
- Manage Oracle HCM security setup, including roles and security profiles
- Configured and implemented Oracle HCM Cloud modules with a focus on Scheduling, Manager Self-Service (MSS), and Employee Self-Service (ESS), ensuring seamless adoption of digital HR processes across the organization.
- Implement recruitment and onboarding solutions by configuring ORC modules to align with business processes
- Integrate ORC with other Oracle HCM modules to ensure seamless data flow across the system
- Designed and implemented Oracle Cloud HCM solutions using the Redwood UX framework to enhance user experience for Core HR and Oracle Recruiting Cloud (ORC) modules.
- Configured Redwood-enabled Core HR pages, optimizing navigation, data visibility, and workflow for HR administrators, managers, and employees.
- Conduct testing events associated with recruitment functionalities and ensure successful go-live of ORC implementations
- Administer individual compensation awards and manage off-cycle salary adjustments as part of promotions or transfers
- Configure compensation plans, including salary structures, bonuses, and equity awards
- Analyze compensation data to provide insights into market trends and salary benchmarks
- Develop fast formulas for automating compensation calculations and workflows
- Serve as a subject matter expert (SME) for Oracle HCM Cloud modules during implementation cycles, providing advisory services and technical expertise
- Integrated Scheduling, MSS, and ESS modules with Oracle Time and Labor (OTL) and Payroll to automate time entry, approvals, and payroll processing, reducing manual effort and errors.
- Lead system upgrades, patches, and enhancements while minimizing disruptions to HR operations
- Expertise in Oracle Cloud tools like HCM Extracts and HDL for data conversions and integrations
- Conducted thorough impact analysis of Oracle Cloud HCM quarterly patches to assess potential changes and enhancements to the system.
- Designed comprehensive test plans and strategies to validate the impact of quarterly patches on Oracle Cloud HCM modules, ensuring minimal disruption to ongoing operations.
- Developed BI and OTBI Payroll reports that captures Element and Balance related fields.
- Led the adoption and personalization of Oracle Cloud HCM Redwood user experience, leveraging Visual Builder Studio (VB Studio) for extensions and enhancements.
- Created and deployed business rules, custom fields, and page extensions using VB Studio to deliver tailored Redwood pages
- Experience in Data Conversion and Migration process with Integration.

- Reviewed role hierarchies and access rights to detect and resolve SOD violations before granting or modifying user access.
- Utilized ITIL-based processes and ServiceNow (or similar ticketing systems) to manage, track, and resolve support tickets efficiently
- Worked with Oracle AI Agent Studio in 25D to configure, test, and monitor AI agents for HCM processes using the no-code agent design environment.
- Documented SOD findings and recommended corrective actions, supporting audit readiness and risk mitigation.
- Created functional design documents (MD50) for HR and Payroll interfaces, including inbound/outbound data flows, error handling, and reconciliation processes

Environment: Oracle Cloud Fusion HCM (GLObal HR, ORC, Compensation Management, Payroll, Talent Management, Absence Management, OTL) Security, HCM Extract, HDL, OIC, Fast Formulas, BI Publisher, Redwood.

Client: SMBC, New York, NY

Period: Jan 2021 – Sep 2024

Role: Oracle Cloud HCM Techno Functional Consultant

Responsibilities:

- Designed, created, and maintained custom and predefined security roles (job, data, duty, and application roles) to enforce least privilege and role-based access control in Oracle Cloud HCM.
 - Assigned and managed user access and security profiles to restrict data visibility and actions based on business requirements and compliance needs.
 - Developed auto-provisioning rules to automate user role assignments and streamline onboarding and offboarding processes.
 - Configured and maintained role hierarchies, ensuring proper inheritance of privileges and minimizing redundant access.
 - Configured role-based visibility and conditional UI behavior on Redwood pages (My Career, Employment, Goals, etc.) through VBS page properties and business rules
 - Migrated legacy ADF/Page Composer personalizations to Redwood using the HCM Redwood Personalization Helper tool and VBS projects, ensuring consistent UX across Me and My Team pages
 - Implemented and validated data security policies to restrict sensitive HR data to authorized personnel only.
 - Performed SOD analysis using the Oracle Security Console to identify and remediate conflicts in role provisioning and assignment.
 - Worked with business stakeholders to design and implement SOD controls for critical HR processes, ensuring compliance with regulatory requirements.
 - Developed HCM Extracts from Global HR to Payroll Vendors through Payroll Interfaces.
 - Performed gap analysis between business requirements and Fusion modules HR, Payroll, Performance Management, Compensation and Benefits functionality.
 - Implemented Workforce and Compensation in Oracle Cloud for the company.
 - Loading the data file into Fusion Application through HCM Data loader (HDL) and Configuration HCM Data Loader in Fusion Applications.
- Worked on Integrations in OIC for SaaS to SaaS, and SaaS to On-Premises integration.
- Work with business to ensure requirements are finalized, perform prototype review and train them on Functionality.
 - Experience in Creating BI Reports, Analytic & Dashboards using Fusion HCM BI.
 - Design and develop integrations in OIC to Oracle HCM Cloud including REST and SOAP calls, HDL File Uploads.
 - Spearheaded the integration of Redwood automation solutions into Oracle HCM Compensation processes, significantly reducing manual interventions and enhancing overall efficiency.
 - Leveraged Redwood's workflow automation capabilities to streamline compensation approval workflows, resulting in accelerated decision-making processes and improved employee satisfaction.
 - Prepared several OTBI reports including customized reports for most HCM modules.
 - Customized Manager Self-Service (MSS) workflows to empower managers with tools for employee lifecycle management, including hiring, transfers, promotions, and performance reviews.
 - Enhanced Employee Self-Service (ESS) capabilities by configuring and optimizing self-service features for personal information updates, absence requests, payslip access, and benefits enrollment.

- Developed Point in Date Headcount OTBI report and incorporated Ethnicity logic in OTBI.
- Maintain Reports and Analytics that includes Folder creation, Folder & Report permissions, Privileges, and other Admin activities.
- Worked on Absence reports – Employee absence hours and Employee plan type values.
- Designed and implemented complex Fast Formulas for various HCM modules, including payroll, benefits, compensation, and absence management, ensuring accurate and efficient HR operations.
- Conducted thorough impact analysis of Oracle Cloud HCM quarterly patches to assess potential changes and enhancements to the system.
- Designed comprehensive test plans and strategies to validate the impact of quarterly patches on Oracle Cloud HCM modules, ensuring minimal disruption to ongoing operations.
- Developed BI and OTBI Payroll reports that captures Element and Balance related fields.
- Migrated legacy Page Composer and Transaction Design Studio personalizations to Redwood pages using the HCM Redwood Personalization Helper tool and VB Studio.
- Designed and tested extensions for Redwood pages, including the creation of custom actions, defaulting rules, and dynamic field behaviors.
- Collaborated with technical teams to deploy validated Redwood personalization's from test to production environments using continuous integration and delivery (CI/CD) pipelines.
- Experience in Data Conversion and Migration process with Integration.
- Developed comprehensive Functional Design Documents (MD50) for Oracle Cloud HCM integrations, customizations, and enhancements, ensuring alignment with business requirements and technical feasibility.

Environment: Oracle Cloud Fusion HCM (Global HR, Payroll, Talent Management, Compensation Management, Absence Management, OTL, ORC) Security, HCM Extract, HDL, OIC, Fast Formulas, BI Publisher.

Client: SC Johnson, Racine, WI

Period: May 2018 – Dec 2020

Role: Oracle Cloud HCM Techno Functional Consultant

Responsibilities:

- Involved in validating functional workbooks for Global HR, Compensation, Goal and performance management.
- Worked on Development of Fusion Cloud BIP and OTBI reports using different methodologies like using Subject Area, getting Data by writing SQL queries, Using RTF template etc.
- Worked on developing interfaces using Oracle Integration Cloud OIC for Inbound Outbound interfaces.
- Implemented Core HR, Absence Management, Talent Management with Goal and Profile Management, Compensation Management, ORC, Benefits Management Employee Self Service, Manager Self Service, Security Administration, Workflows & approvals, Reports & Analytics, Application Customization and Data Migration, etc.
- Worked on integration of PeopleSoft Payroll with Fusion HCM and conversion process.
- Data Loading/Conversions/Integrations using HCM Data loader (HDL) which includes the Workforce structure data, Worker data, Work relationships data, Salary info and Talent Management Data.
- Migrated Worker and payroll data using FBL, HDL and payroll batch loader (PBL).
- Developed HCM Extracts from Global HR to Payroll Vendors through Payroll Interfaces.
- Integrated Fast Formulas with other HCM applications and automated routine tasks, reducing manual intervention and improving overall efficiency.
- Performed gap analysis between business requirements and Fusion modules Core HR, Performance Management, Compensation and Benefits functionality.
- Work with business to ensure requirements are finalized, perform prototype review and train them on Functionality.
- Experience in Creating BI Reports, Analytic & Dashboards using Fusion HCM BI.
- Prepared several OTBI reports including customized reports for most HCM modules.
- Proficient in preparing E-Text template & RTF file formats for Payroll, Benefits, Core HR & Compensation.
- Involved in raising SR with oracle & interacting with oracle team to solve SR related issues.
- Modified the security profiles and created custom Job Roles, Data Roles with custom combination of privileges to address some gaps in the existing Abstract Roles using Security Console. Proficient in managing sandbox for personalization.
- Analysed Organization, Location, Job, Grade structure and finalized decision on how these would be structured.

- Conducted multiple workshops and developed Grade Progression Process for the client as per the requirement.

Environment: Oracle Cloud Fusion HCM R13 (GLocal HR, Payroll, Talent Management, Compensation Management, Absence Management, OTL, ORC) HCM Extract, Fast Formulas, BI Publisher, OIC, HDL.

Client: Amway Global, Ada, MI

Period: Aug 2016 – Apr 2018

Role: Oracle Cloud HCM Techno Functional Consultant

Responsibilities:

- Worked as Techno Functional consultant on Fusion HCM Modules and involved end-to-end requirements gathering, Fit-gap analysis and configuring the system as per the client's requirements and conducted the multiple workshops to explain the functionalities of Fusion and trained them to make comfortable to use the system for daily needs.
- Developed interfaces using HCM Extracts for Benefits third party vendors.
- Developed BIP reports and OTBI analysis for Core HR and Payroll modules.
- Work closely with client in Identifying and addressing client's additional requirements when compared to their existing system.
- Develop HCM Extracts/OTBI Reports/OTBI Analytics for Global HR, Absence Management, ORC and Talent Management cloud modules.
- Conduct Conference Room Pilot (CRP), SIT and UAT Trainings, and end user trainings.
- Build Custom Security to Fusion HCM, which includes Create/Modify Data roles and its Security Profiles, Job Roles, Application Roles using APM, OIM and Security console.
- Designed custom reporting and interfaces to meet client and audit requirement.
- Performed Unit Oracle Fusion QA Specialist OIC Integration Testing, preparation of Test Cases, Test Scripts to validate product functionality.
- Conducted detailed and comprehensive Business Analysis by working with end users and other stake holders to identify the system, operational requirements, and proposed enhancements.
- Prepared and updated BR100 as per change in Business requirement and validated different instances application configuration to make them in sync with the BR100.
- Proficient with Subject areas in preparing Adhoc report with OBIEE for Core-HR and other

Environment: Oracle Cloud Fusion HCM Implementation (Core HR, Payroll, Talent Management, Compensation Management, Time and Labor) OAB, HCM Extract, HCM Connect, Fast Formulas, BI Publisher, OIC, HDL.

Client: DuPont

Period: June 2013 – July 2016

Role: Oracle EBS HRMS Techno Functional Consultant

Responsibilities:

- Developed custom lookups and value sets.
- Providing reports to HRs regarding the existing employee data from database tables by creation of concurrent requests in oracle apps.
- Created PL/SQL Packages, Procedures and Functions that suits business requirements for loading the data into the database tables.
- Provided continuous support and ticket handling for related issues from employees.
- Involved in migration of this app into a different team.
- Worked on XML Publisher, RDF reports as a part of Minor Enhancements.
- Worked on the payroll process, such as Quick pay, Payroll run, Costing, Pre payments.
- Enhancement in frontend pages and calculation changes at the backend.
- Define and Design the Payroll system to Employees.
- Created Element Set and Assignment Set and assigned each to Payroll.
- Processes: Quick Pays, Regular Pays, Costing process, and Retro pay.
- Developed Outbound Interfaces of Element Entries modules using UTL_FILE Packages.
- PL/SQL method of submitting Concurrent programs.

- Implement and Customized Inbound Interfaces to import the employee's data from Legacy to Oracle applications HRMS base tables.
- Writing API scripts to load legacy system data into Oracle Applications.
- PL/SQL method of submitting Concurrent programs. Implement and Customized Inbound Interfaces to import the employee's data from Legacy to Oracle applications HRMS base tables.
- Developed Interfaces and Conversions using SQL* Loader.
- Good Experience on Date Track Mode concepts.
- Done functional setups like Core-HR with testing.
- Modules supported Core HR, OTL and Payroll.
- Customized Workflows for sending Email notifications.

Environment: Oracle Applications Release 12.1.4 (Core HR, Payroll, SSHR, iRecruitment, OTL), Oracle 11g, SQL, PL/SQL, Forms 10g, Reports 10g, SQL * Loader, SOA11g, Oracle Workflow Builder, XML/BI Publisher, Unix Shell Scripting, OAF, JDeveloper11g.

Client: Sanofi

Period: Mar 2012 – May 2013

Role: Oracle EBS HRMS Developer

Responsibilities:

- Worked on maintenance of the Core HR, PAYROLL, SSHR, iRecruitment, OTL.
- Implemented the HRMS Module as an Enhancement and the complete setup of payroll structure.
- Coordinated with the financials team for the HRMS to work for the financials.
- Extensively used PL/SQL Packages, Stored procedures, Triggers and tuned them for performance considerations.
- Confidential Designed and edited PL SQL packages.
- Involve in validating the existing Key Flex fields and Descriptive Flex fields.
- Created Business Group, Organizations and Organization Hierarchy.
- Involved in creation of Person Types, Assignment Statuses, Special Information Types and Extra Information Types.
- Written and implemented skip rule for Bonus element for a group of employees.
- As per the requirement customized the form-by-Form Personalization.
- Worked with HRMS business user to resolve their daily transactional issue
- Created Global values and used in fast formulas.
- Creating New Organizations, Jobs, Positions, Person Types.
- Data migration of employees to newly created organizations in ERP.
- Created Special Information Types (SIT's).
- Created New Elements in payroll For Reimbursement, Recovery and Relocation Payments.
- Created Absence and Linking with Specific Locations.
- Worked on Changes to the existing Fast Formula, Alerts and other business logics.
- Prepared functional design specification for the Benefit Structure / Eligibility / Rates.

Environment: Oracle Applications Release 11.5.10.2/ R12 (Core HR, PAYROLL, SSHR, I Recruitment, OTL), Oracle 10g/11g, SQL, PL/SQL, Forms 6i/10g, Reports 6i/10g, SQL * Loader, Oracle Workflow Builder, Discoverer 10g, Unix Shell Scripting.