

NAME NAME

City, ST 55555 | (555) 555-5555 | email@email.com

SENIOR-LEVEL HR SOLUTIONS ARCHITECT

Transforming Cultures, Building Corporate Infrastructure and Engaging Employees Proactively

- **Value-Driven Human Resources Strategist and Renowned Solutions Innovator** with a verifiable record of success leading effective human resources teams and developing large-scale human resources solutions frameworks and strategies for organizations across a wide range of industries.
- **Subject-Matter Expert** known for performing detailed organization-wide diagnostics and analysis of human resources technology and providing recommendations for improvements and upgrades.
- **Transformational leader** with a hands-on approach to developing strategic plans to ensure company growth and the creation of effective solutions that meet organizational needs and business requirements.
- **Trusted Advisor** who excels at engaging and educating stakeholders and key organization leaders through effective training strategies, high-impact presentations, and targeted tactics.

STRENGTHS SNAPSHOT

- | | |
|---|---|
| ❖ HR Technical Solutions Roadmap | ❖ Risk Assessment & Mitigation |
| ❖ Strategic Visioning & Tactical Execution | ❖ Project Lifecycle Management |
| ❖ Human Resource Information Systems | ❖ Industry Best Practices Compliance |
| ❖ Software Design & Deployment | ❖ Financial Analysis & Cost Optimization |
| ❖ Essential Framework Development | ❖ Stakeholder Liaison & Collaboration |
| ❖ HR Operations Management | ❖ Process Improvement & Optimization |
| ❖ Market & Industry Trend Analysis | ❖ Team Building, Training & Leadership |

CAREER NARRATIVE & MILESTONES

Deloitte Consulting – New York, NY

November 2014 – Present

Specialist Senior – Time & Labor Implementation Lead (May 2018 – Present)

Overview: Spearhead team workstream in full-cycle implementation of time and attendance solution for union/non-union/contractor workforce. Mitigated risk factors through careful analysis of financial and statistical data. Utilized agile and waterfall project methodologies to successfully execute projects depending on project specifics and client goals. Oversaw the design of a solution to integrate with third-party scheduling software and time collection device.

Notable Achievements:

- Conceived, designed, and implemented a transformational solution that **improved accuracy and compliance of timekeeping rules by more than 40%** across the organization.
- Strategized and executed complex integrations for clients, enabling automated technology across organizations and reducing the client's manual work by the equivalent of Full-Time Equivalents (FTEs).
- Modernized capabilities across the organization by leading the successful transition from manual processing to an electronic automated time and attendance environment.
- Demonstrated note-worthy leadership and project management skills to create and adhere to detailed project roadmaps, plans, schedules, and work breakdown structures.
- Earned the privilege of receiving formal recognition from the company's project leadership team for exceptional performance.

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CAREER NARRATIVE & MILESTONES *(continued)*

Specialist Senior – Payroll Implementation Lead (June 2017 – April 2018)

Overview: Leveraged experience and comprehensive knowledge to lead team workstream in the full cycle implementation of the workforce across broad technical, GL financial, and business disciplines. Anticipated and managed change effectively in rapidly evolving business environments.

Delivered Results:

- Turned around poor performing payroll project mid-way through to successfully complete the project on time, **saving the client \$1 million** in projected additional support costs for a missed go-live date.
- Helmed change management activities for client's payroll department, leading training on the use of new ERP solution and crafting a payroll processing guide to assist with payroll processing operations.
- **Propelled annual savings of \$100,000 in payroll leakage** by influencing the client to adopt industry-leading best practices.
- Received the company's Project Performance Award in 2017 for efforts in leading teams to achieve outstanding project results.

Payroll/Time Lead – Merger & Acquisitions (November 2016 – May 2017)

- Solicited to lead the integration of an acquired regional health care provider into current infrastructure, increasing company performance and profitability through customer service, project management, and people management across a wide range of management roles.
- Oversaw project management teams creating the infrastructure and capabilities to support clients' large and complex initiatives, delivering projects on-time and under budget.

Global Payroll Lead – Merger & Acquisitions (July 2016 – October 2016)

Overview: Charged with supervising the global merger and acquisition project for divestiture and overseeing the global payroll team functions of a divestiture into a global organization. Managed communications between the two organizations to resolve potential issues, country-specific regulations, and transactional information needed to complete the deal.

Major Benchmarks:

- Masterminded the implementation of new payroll organization for a global acquisition, **reducing the cost of administration by over 50%** due to the elimination of individual payroll service provider contractors.
- Laid groundwork to ensure easy usage of new technology by training the client on features of the new Time and Attendance system.

Oracle Cloud Time & Labor Lead (June 2015 – June 2016)

Overview: Selected to direct and manage a team for Oracle Cloud implementation for the entire HCM Suite. Collaborated with functional and technical analysts, on-shore and off-shore, to manage the implementation of Oracle Cloud Time and Labor for virtual employees. Promoted strong relationships and communicated with client stakeholders and to address system gaps or bugs and determine the best course of action for project improvements and upgrades.

Selected Accomplishments:

- Impact driving force behind the transformation of the client's on-premise Time and Attendance system to a cloud-based technology, **resulting in more than 45% reduction in administrative cost.**
- Enhanced the efficiency of client's payroll office operations by reorganizing the client's existing business processes to leverage capabilities of new cloud-based technology.
- Influenced positive client satisfaction score by guiding the client through a series of challenging discussions in regards to system limitations/functionality.

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CAREER NARRATIVE & MILESTONES *(continued)*

Payroll/Time & Labor Architect (November 2014 – May 2015)

Overview: Assigned to serve as the lead consultant for PeopleSoft implementation of HCM and Payroll for North America integrations. Developed a blueprint to incorporate the legacy custom faculty workload system into the new PeopleSoft environment, during each rollout phase, and eventually sun setting that legacy system

Significant Contributions:

- Spearheaded the development of a blueprint to integrate client's complex faculty workload system to a new ERP solution with integration points to HR, Finance, Time/Attendance, Payroll, and Campus solution modules.
- Cultivated and nurtured effective work relationships with the client, helping to alleviate concerns regarding technology change and impacts.

PriceWaterhouseCooper – New York, NY

June 2013 – October 2014

Senior Consultant (March 2014 – October 2014)

Payroll Lead (June 2013 – February 2014)

Overview: Designated to develop and implement a solution to successfully load time from Kronos into PeopleSoft environment for each payroll processing period. Partnered with other module leads and technical team to coordinate issue resolutions.

Key Outcomes:

- Played an instrumental role in directing successful payroll test cycles for the client (health care provider), achieving a **99% gross earnings and deduction match** for the entire employee population.
- Architected and built an exceptional interface to integrate Kronos time data to PeopleSoft environment, resulting in a **35% reduction in time-related errors**.
- Forged partnerships with the client to adopt industry-leading payroll processing practices, resulting in an improvement to the overall efficiency of payroll department.

PRIOR EXPERIENCE

MarketSphere Consulting – Dallas, TX

March 2012 – June 2013

Senior Consultant

Oracle Consulting – Dallas, TX

November 2010 – March 2012

Principal Consultant

EDUCATION

Bachelor of Arts (Marketing) – Eastern Michigan University, Ypsilanti, MI

PROFESSIONAL DEVELOPMENT

Project Management Professional Certification – University of Texas, Dallas, TX
PeopleSoft Human Resources 9 Consultant Certified Expert – Oracle Technologies

TECHNICAL ACUMEN

Oracle Fusion-Cloud Time and Labor Release 10, PeopleSoft HCM 9.2, Payroll for North America, Query, Base HR, Manager Self Service, Employee Self Service, Test Director, TOAD 7.4, Excel to CI Utility