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| Job Title: | Project Manager - Oracle Fusion HCM/Payroll Implementation | Job Code/ Req#: | 63536 |
| Department/Group: | APS - IT | Position Type: | Contract |
| Duration : | 10/21/2024 - 06/30/2025 | Date Posted: | 04/16/2025 |
| Expenses Allowed | No | Posting Expires: | 04/30/2025 |
| **Location :** | Hybrid  **Address**  130 Trinity Ave SW 5th Floor Atlanta, Georgia 30303-0000  Candidate Must Be Local | **Quantity Requested :** | 1 |
| **Level/Salary Range :** | $60-$80/hr on C2C depends on experience | Send Resumes to : | resumes@taurusbiz.com |
| **Schedule:** | | | |
| **Days**  Monday Yes Tuesday Yes Wednesday Yes Thursday Yes Friday Yes Saturday No Sunday No  **Hours/Day**  8  **Time Zone**  EST  **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**  **Shifts Start Time End Time Description Active**    Shift 1 8:00AM 5:00PM Yes  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  **Description**  Multiyear engagement with 24+ months of multi phased implementation program plus post production  stabilization. The ideal candidate is the one who has started his carrier with Oracle ERP, having hand-on  experience with Oracle HCM and grew into a project management lead role. We are looking for an Atlanta base candidate who can come to the office most of the weekdays.  As a Project Manager for the Oracle Cloud Fusion HR (Human Resources) module, your role is crucial in  overseeing the implementation and management of this module to ensure it meets the HR needs of your  organization effectively. Oracle Cloud Fusion HR offers a comprehensive suite of tools designed to handle  various aspects of human capital management, including recruitment, on boarding, performance management, and payroll.  **Responsibilities**  • Oversees the coordination of a large-scale program or multiple complex delivery projects.  • Responsible for leading and direction of major projects, initiatives, functional groups or large project teams.  • Lead for defined scope such as Business Case, Operating Model, and cost model.  • Coordinate with various stakeholders including HR teams, IT departments, and external consultants to ensure alignment and collaboration.  • Develops comprehensive program and project plans, including resources, deliverables and timing.  • Accountable for delivering the initiative plan from conception to implementation.  · Shapes and leads programs that translate results from business diagnosis and planning into transformation programs / system integration projects, based on client priorities, and outcomes of the business case  • Guides teams to address the right problems as efficiently and effectively as possible, applying insights from diverse projects, functional/industry, and prior system implementations, etc.  • Develops and articulates points of view and thought leadership with client executives  • Identifies and prioritizes value creation opportunities based on assessment activities and an understanding of client high level visions, performance gaps, and needs  **Key Responsibilities**  1. **Requirements Gathering and Analysis**   * Engage with HR stakeholders to gather and document requirements, understanding their needs for managing workforce processes. * Analyze current HR workflows and determine how they can be optimized or restructured within the Oracle Cloud Fusion HR module.   2. **Customization and Configuration**   * Oversee the customization and configuration of the HR module to align with organizational needs, such as benefits management, talent acquisition, and performance tracking. * Ensure integration with other systems like payroll, finance, and recruitment tools as needed.   3. **Testing and Quality Assurance**   * Develop test plans and manage the testing process to ensure the HR module functions as expected and meets organizational requirements. * Address and resolve any issues discovered during testing to ensure a smooth transition.   4. **Training and Change Management**   * Organize and oversee training programs for HR staff and end-users to ensure they are proficient in using the new system. * Manage change management processes to support the transition to the new HR system, including communicating changes and benefits to employees.   5. **Data Migration and Integration**   * Plan and execute the migration of existing HR data into the new system, ensuring data integrity and accuracy. * Manage the integration of the HR module with other Oracle Cloud modules or third-party applications.   6. **Ongoing Support and Optimization**   * Provide ongoing support to users post-implementation, addressing any issues or challenges they encounter. * Continuously monitor system performance and make recommendations for improvements or optimizations.   7. **Compliance and Reporting**   * Ensure that the HR module complies with relevant legal and regulatory requirements. * Generate and analyze reports related to HR metrics, such as employee turnover, recruitment effectiveness, and compliance.   **Skills and Qualifications**  **Project Management Expertise:**  Proficiency in project management methodologies (e.g., Agile, Waterfall) to effectively lead and manage the implementation process.  **ERP Expertise:**  10 to 15 years of Oracle ERP with at least 5 years of Oracle Fusion implementation experience in Human Capital Management (HCM), Payroll and Benefits.  **HR Knowledge:**  Understanding of HR processes and best practices, including talent management, payroll, and employee relations.  **Technical Acumen:**  Familiarity with Oracle Cloud Fusion HR functionalities and integration capabilities.  **Communication Skills:**  Strong ability to communicate with stakeholders across different departments, ensuring that their needs and concerns are addressed.  **Problem-Solving Abilities:**  Capability to identify and resolve issues that arise during implementation and operation of the HR module.  **Tools and Resources**  **Oracle Cloud Fusion Documentation:**  Use Oracle’s official documentation and support resources for guidance on system capabilities and best practices.  **Project Management Tools:**  Utilize tools such as Microsoft Project, Asana, or Jira to manage tasks, track progress, and ensure timely delivery.  **Training Resources:**  Access Oracle’s training materials and resources to stay updated on system features and enhancements.  \*\*Initial end date is 6/30/24 to coincide with our fiscal year-end. Contract will be renewed at that time.  **Comments:**   * Initial interview is virtual * Local is the preference, but non-local candidates can be considered. Travel costs will be at their own expense. On site 3-4 days, 1 or 2 days remote. If candidate is willing to relocate, all travel and relocation costs are the responsibility of the candidate. | | | |
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| **Reviewed By:** | Swathi G | **Date:** | 04/16/2025 |
| **Approved By:** | Ram S | **Date:** | 04/16/2025 |
| **Last Updated By:** | Swathi G | **Date/Time:** | 04/16/2025 |