
A focussed professional with a proven thirteen-year track record in corporate IT solutions. Excellent skills in analysis, implementation, customization, upgrading, configuration and testing of robust solutions utilising reliable technologies. Enjoys working with fellow technical, managerial and functional resources.

Key Skills

- Honours Graduate in Software Engineering emphasising importance of structured methodologies
- Development and Architectural skills with PeopleTools 8.49, 8.48, 8.47, 8.45, 8.18, and 7.5
- Work on HR installations from 50,000+ UK Employees to 50+ country multinational Self-Service
- Work on Java J2EE projects utilising JSPs, EJBs, and Oracle ADF. HTML web sites incl. Perl scripting.
- Fully trained in Microsoft Dynamics CRM
- Implementation, Upgrade and Maintenance experience on HRMS / HCM, Financials and Payroll working within small and large project groups utilising structured methodologies incl. PRINCE2
- Consultancy experience as both provider and client; Experience with outsourced resource
- Breadth of experience in application development from quick Queries and PeopleCode fixes to implementing complex multi-environment reports and interfaces utilising Application Engine, SQL, SQR, Crystal Reports, Shell Scripts, Stored Procedures, SFTP, C++, Java, Excel, Database Links etc
- Extensive knowledge of PeopleSoft HRMS 8.9, 8.8, 8.3 etc; Global Payroll 8.8; Financials 8.9, 7.5
- Considerable installation & configuration experience of PIA (via WebSphere/WebLogic), App Servers (Tuxedo), DBs (SQL Server and Oracle & admin), Web Servers (IIS & Apache) etc
- Advanced MS Office knowledge, incl. Excel VBA, PivotTables, Spreadsheet report generation etc
- Work with VMWare for trialling and training purpose. Work with Remedy for Change Requests etc
- Excellent documentation skills, including Functional and Technical specifications, Architectural design, User Documentation, Fit-Gap analysis, and Project Management Planning & Reporting
- Training / Seminar skills include Dec 2007 UKOUG conference, User Training, and FitGap workshops

Product Knowledge

- HRMS: WorkForce Admin, Benefits, Absence Mgmt, Recruitment, Self Service, Workflow, Training, Global Payroll, Payroll Interface, Competencies, Position / Succession Planning, Time & Labour
 - Financials: AP & Billing, AR, GL, AM, PC, Contracts, EDI Manager (eBilling / eContracts / OCR)
 - Development skills incl. SQL, PeopleCode, Application Engine, Integration Broker, Component Interface, SQR, Query, Crystal Reports, PL/SQL, Java/J2EE, JDeveloper, Workflow, Row-Level Security, HTML, XML, [S]FTP, Telnet, VBA, C, Perl and Shell Scripts
 - Architectural: SQL Server, Oracle 10g/9i, WebLogic, WebSphere, IIS, Windows Server 2003/2000, Solaris, AIX, HP/UX, FTP, SSH, VMWare, LDAP / Active Directory; Installation, Load Balancing, Sizing
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Working as Consultant for Allinity / Compel / 2e2

Client: Hitachi

Implementation of servlet interfaces

Feb 2008

- Conversion of Java Servlets to Web Services using J2EE, JAXB API, JDBC, JDeveloper

Client: KCL

Implementation of Oracle Apps Scanning Solution

Dec 2007 - Feb 2008

- Implementation of Oracle Apps Scanning Solution utilising J2EE ADF, Forms and .ASP

Client: Government Defense Dept (through Serco)

Upgrade to PeopleSoft 8.9

1st Sep 2006 – Nov 2007

- Implementation of PeopleSoft HRMS 8.9; Financials; SCM; EPM; Mobile Time & Expenses; Portal
- Working in collaboration with 30+ project team within PRINCE2 based multi-phased project
- Specification, Implementation and Testing of customisations and enhancements utilising App Designer, PeopleCode, SQL, Application Classes etc.
- Report writing using Query, Crystal, nVision, AEXLS (Excel Reporting), App Engine and SQR

Client: Ernst & Young

Upgrade to HRMS 8.9 / DR Implementation

1st Sep 2006 – June 2007

- Technical upgrade of PeopleSoft HRMS from 8.3 to 8.9 at major City Accountancy Partnership; PeopleTools 8.48, WebLogic 8.1, Oracle 10g, Windows 2003 (App), HP/UX (DB)
- Responsible for technical upgrade process using Change Assistant & Custom Templates
- Windows Web/App Server installation and Database Implementation / Optimisation strategies
- Upgrade work on Self-Service, Workflow, Interfaces (App Engine), Reports (SQR / App Engine), On-Line Customisations (using App Designer), Change Assistant (Upgrade / Bundles / Customisation), LDAP / Active Directory, Software / Hardware Load Balancing
- Implementation of Disaster Recovery Architecture and Server installation
- Implementation of nightly production database mirroring process
- Global Rank Harmonisation Project incl. creation of Application Classes for bill rate calculations, and salary planning process (creating excel spreadsheets, and reloading with revise annual review details)

2½ months taken off during vacation time incl. renovation work preparing house for rental.

P&O Nedlloyd / Maersk Sealines (working through Capita Resourcing)

Multinational container shipping company with 50+ country single instance HRMS solution and 10,000+ employees

Decommissioning of PeopleSoft HRMS

1st Dec 2005 – 16th June 2006

- Plan & Manage decommissioning of HRMS due to acquisition of client company by Maersk
- Design & Develop 50-country Excel report generator for retrieving data from PeopleSoft into Object-Oriented VBA Excel standalone archive solution, providing employee search facilities, and building "English" style report
- Provide functional and technical support to HR Management during difficult time of employee flux

HRMS to ADP Freedom Payroll Interface

21st Feb 2005 – 30th Nov 2005

- Specification, Design and implementation of payroll interface from PeopleSoft HRMS 8.8 to ADP Freedom utilising appropriate PeopleSoft, Unix, Oracle and Microsoft technologies
- Identify strategies for weekly, monthly domestic, inpat / expat pay groups
- Liaise with account managers, stakeholders and technical / functional personnel within ADP and P&O Nedlloyd to agree an appropriate technical solution, and ongoing operational plan
- Creation of Excel interface model with VBA-based validation for test purposes
- Install and Plan implementation of eDevelopment

HRMS Implementation Project Manager / Architect

26th Oct 2004 – 11th Feb 2005

- Successful implementation of PeopleSoft 8.8sp1: PeopleTools 8.45sp1, AIX 5.1, WebSphere, Oracle 9.2
- Project Manage process from initiation to handover; Management/Tech/Functional Streams
- Liaison between Technical Resources, Functional Clients, India-based Outsourced Technical Support, and Management in all streams. Adherence to internal structured policies including use of Remedy software.
- Develop bespoke migration strategies and scripts, including foundation, employee and row-level security

- Perform hardware sizing, evaluation and advise on budgetary decisions, including additional costings for Terminal Server solution (remote access of client utilities from support function in Pune, India)
- Development of bonus generation interface (incorp. Bonuses taken as shares, part shares etc.), taking Excel upload and loading one-off compensation rows
- Implementation, sizing and migration to Unicode Oracle databases
- Technical implementation of PeopleTools, Web Server (incl. WebSphere J2EE server), PIA (J2EE servlets), Tuxedo (Application / Process Schedulers), SQR, Distribution Server / Report Repository, PSOL (PeopleBooks)

Spirit Group (Formerly Scottish & Newcastle)

Senior PeopleSoft A/P & Architect

Jun 2000 - Oct 2004

- Pub & Restaurant Retail Company with over 2000 outlets and 50,000+ employees
- Management & mentoring process of moving support of HRMS from functional to technical base
- Upgrade / Migration of HRMS 7.5 & Northgate ISIS to HRMS 8.8 & Global Payroll.
- Technical and Functional Support, customization and implementation of new modules and interfaces for PeopleSoft HRMS, Northgate ISIS Payroll, PeopleSoft Global Payroll and PeopleSoft Financials
- Preparation / Presentation of workshops and seminars for users, managers, technical implementation and RUG
- Application of bundles to HRMS 8.8; Application Server Maintenance and Upgrade
- Financials EDI/AP interface with OCR Invoice Scanning solution, utilising SQRs / XML messaging data transfer
- Work on generating custom rolled-up on-line GL-based P&L data within PeopleSoft Financials
- Integrated Performance Management statistics generation used at board-level as Key Performance Indicators
- Created automated schedule checking tool; Reduced daily checking time from three hours to three minutes
- Configuration Management and Migration Control (incl. usual DEV/TEST/UAT/PROD environments)
- Development of company intranet site; Work on Java J2EE/EJB Licensing system and various custom tools

PRIOR CAREER HISTORY (1984-2000)

Snr A/P & Food Systems Mgr	Scottish & Newcastle Retail Ltd	Aug 1997 – Jun 2000
<ul style="list-style-type: none"> • EPoS Support & Development using OpenRoad / Ingres / Sun Solaris / Unix Shell / C for 2000+ pubs • Project Management of multi-agency project: Implementation of QSA Specifications food management system, incl. setting up SQL Server DB + managing T.P. supplier, external legal agency, Purchasing, Food Development, internal IT and forging links with reference sites to facilitate ongoing development • Work with migrating data from three systems to one Recipe & Purchasing Management system – created report reducing run-time from three hours to three seconds utilising MS Access database • Custom apps written in Delphi for incremental loading of data into test + production • Generation of employee population cross-section utilizing Excel VBA and stochastic adaptive algorithm 		
Help Desk / Application Support	Scottish & Newcastle Retail Ltd	Dec 1996 – Aug 1997
<ul style="list-style-type: none"> • Call logging/tracking for 2000+ pubs and 300+ office staff, developing procedures, ordering supplies, VBScript (Visual Basic) development for Excel. Preparation of SLA stats. General Application Support. 		
Software Design Manager	Ethos Marketing Ltd	Aug 1996 – Oct 1996
<ul style="list-style-type: none"> • Specification / Design of Delphi-Based Process Reengineering / Quality Control Mapping application • Management of College Graduate during planning and initial stages of development process 		
Systems Administrator	Northants Chamber of Commerce	Jul 1995 – Aug 1996
<ul style="list-style-type: none"> • Help-Desk Support, Prepare & Present 30+ Training Seminars + training plans for 120+ users, build PCs, Network patching, Novell 3.1, Application/DB Development (e.g. Asset register, Help Desk system), as well as supporting McDonnell-Douglas and IBM Mainframe users. 		
Consultant Analyst Programmer	Sears Sports & Leisure	Oct 1994 – Jul 1995
<ul style="list-style-type: none"> • Support of 230+ EPoS tills and writing proactive support tools using FoxPro, BASIC, Delphi, Unix, Rs6000 poller and DB2. Incl. Distributed Configuration Management solution for EPoS retail sites. 		

QUALIFICATIONS

Work-related Training Courses / Certification

- PRINCE2 Foundation & Practitioner Level Qualified; IT Service Management Foundation Certificate (ITIL)
- Trainer Training + College Tutor Training
- PeopleTools 1 & 2, PeopleCode, v8 Delta, Global Payroll 8.4. Northgate ISIS Payroll
- Unix Utilities & Scripting x 2, Sun Java J2EE Courses x 2, Microsoft CRM 3.0 certs x 4
- MS Word & Excel – Basic + Intermediate + Advanced for each

2i BEng (Hons) Software Engineering

1991-94 University of Sheffield

4 A Levels incl. Maths & Computer Science.

10 GCSEs including English & Maths

PERSONAL DETAILS

Date of Birth: 5th June 1972

Mobility: Car owner with full driving licence, willing to travel

Security: SC Cleared