

CSS Job Description: Oracle E-Business (EBS) Human Capital Management (HCM) Functional Consultant – Lead

CSS Company Background:

Headquartered in Charleston, South Carolina and serving hundreds of organizations across the nation, CSS is a leader in providing consulting services for the deployment of Oracle Enterprise Solutions for mid-and-large-sized companies. CSS partners with Oracle with specialized practices for all Oracle Enterprise applications: Oracle E-Business Suite, JD Edwards and PeopleSoft Enterprise, across several industry segments.

CSS Guiding Principles, that have given us 12 consecutive years of growth, are to:

- Bring the best talent on board and leverage those resources
- Keep the company lean, efficient and focused
- Maintain the best client service
- Treat challenges as opportunities for growth and education
- Stay current on technology certifications

Description:

CSS is seeking an experienced Oracle Applications Functional Consultant focused in the E-Business HCM Suite to join our consulting team and assist in the continuing development of our Oracle Services practice. The qualified candidate will have 5 to 10 years of experience with Oracle EBS including having hands on configuration knowledge. The HCM Consultant must have strong supporting experience in Oracle HCM modules commonly implemented as a part of a large scale Oracle E-Business Suite initiative. A background in HR business processes is a must.

Responsibilities:

- Assume a lead role in the area of HCM Suite consulting for Oracle EBS, 11i to R12
- Following a structured methodology such as AIM and utilizing leading practices, effectively implement/upgrade EBS HCM modules at assigned clients
- Provide leadership to functional and technical teams and fully participate in all phases of application implementation including requirements planning, functional and technical design, system design and development, testing and deployment support
- Provide proposal and contract scoping input to Practice leadership

Required Knowledge and Experience:

- 5+ years of hands-on Oracle EBS HCM experience
- 3+ years of consulting experience
- Oracle EBS 11.5.10.2 experience at a minimum; R12 experience strongly preferred.
- Expertise in EBS HCM Applications including HR, OAB, SSHR, and Payroll. Experience with iRecruitment, Compensation Workbench, Performance Management, UPK, and OBIEE is a plus
- Experience in creating documentation to support analysis and implementation for all aspects of the E-Business HCM Suite
- Lead in the planning and execution of testing cycles according to leading practices
- Past experience as a team/track lead for one or more Oracle 11i/R12 implementations
- Solid understanding of Oracle EBS database/table structures and the integration and impacts between modules

- Bachelors Degree in information technology, computer science or business management, or equivalent experience
- Strong communications skills with business and technical users
- Strong written skills, including proposal preparation
- Strong presentation skills
- Organized, motivated, self-directed, highly independent

The ideal candidate:

- 5 to 10 years of experience with Oracle EBS HCM modules
- 3+ years of consulting experience
- Willingness to Travel - (80%) Monday through Thursday
- Bachelor's Degree

Attractive Total Compensation Package:

- Salary + Bonus
- 401k including Employer Match
- Full Medical, Dental, and Vision Benefits

Considerations:

- No relocation is required – this is a national position.
- Position requires 80% travel
- Candidates must provide legal work authorization (US Citizen, Green Card, and EAD)

Send Resumes to jobs@cssus.com with 'CSSJOB106' in the Subject.