



RAKESH PRAVAS DAS

Oracle Fusion ORC/HCM/Taleo Analyst

PERSONAL DETAILS

Contact

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Nationality

Indian

PROFESSIONAL SUMMARY

Dive into the dynamic world of Oracle Recruiting Cloud (ORC) Specialist expertise with over 3 years of dedicated prowess in Oracle Fusion HCM and Taleo. From spearheading successful implementations to mastering data management using HCM Data Loader, Batch Loader, and Spreadsheet Loader, my achievements speak volumes. I bring a blend of independence and collaboration, showcased through seamless coordination with onsite and offshore teams. Specializing in custom security job roles, legal entity management, and flexfield customization, I am a proactive problem solver ready to elevate your projects with a proven track record of excellence. Let's transform challenges into victories together!

EMPLOYMENT HISTORY

Oracle Taleo Techno Consultant, {Net Connect Global}- Oracle, Bangalore

01/2023 - 07/2023

Experienced Oracle consultant specializing in Core HCM, Learning, Recruitment, Talent Management, and Workforce Management. Engaged in Oracle client projects, adept at addressing new requirements and seamlessly implementing enhancements.

- Led the recruitment team in implementing Oracle Recruiting Cloud, resulting in a 30% reduction in time-to-fill and improved candidate satisfaction.
- Successfully managed full-cycle recruitment for technical and non-technical positions, collaborating with hiring managers to understand staffing needs.
- Utilized ORC analytics to track and report on key recruiting metrics, providing data-driven insights for continuous process improvement.
- Developed and executed targeted sourcing strategies to identify and engage passive candidates, resulting in a 20% increase in the quality of hires.
- Led a team of 5 to deliver 3 major features for Oracle Taleo, including launching the Requisition Portal and providing ongoing technical and functional support for the Oracle Fusion HCM Taleo Module.
- Completed two projects for the Oracle Fusion Taleo, implementing user types, user type permissions, and the management of talent pool profiles.
- Accomplished two successful projects, demonstrating expertise in Oracle Taleo and ensuring client satisfaction.
- The data migration automation has been completed successfully with the help of TCC, Batch Script, HDL, HCM Extract, SQL, and BI report.
- Proficient in project phases: Project Preview, Fit/Gap Analysis, Configuration, Testing, and Production Support.

{Oracle HCM Techno-Functional}-Business Analyst- IDEAS -APPS and DATA, {KBC Technologies} - Wipro , Bangalore

06/2021 - 11/2022

Experienced Oracle Recruiting Cloud (ORC) Consultant:

- Led successful implementation of Oracle Recruiting Cloud (ORC), aligning system with organizational recruitment strategies.
- Collaborated with cross-functional teams for end-to-end recruitment process execution within ORC.
- Managed integrations between ORC and Taleo, ensuring seamless data flow and accuracy.

- Proven track record in Oracle Fusion HCM TALEO consulting, specializing in Core HCM, Learning, Recruitment, Talent Management, and Workforce Management.
- Expertise in project phases, including Project Preview, Fit/Gap Analysis, Configuration, Testing, and Production Support.
- Conducted end-user training sessions for effective utilization of ORC functionalities.
- Provided ongoing support, troubleshooting, and system enhancements for optimal ORC platform performance.
- Monitored and ensured compliance with system updates, patches, and security protocols.
- Produced and analyzed recruitment metrics to identify areas for improvement.
- Spearheaded Oracle Recruiting Cloud (ORC) optimization for streamlined recruiting processes.
- Managed full-cycle recruitment, utilizing ORC analytics for data-driven insights.
- Developed and executed targeted sourcing strategies, resulting in a 20% increase in the quality of hires.
- Conducted training sessions for hiring managers on ORC best practices.
- Established and maintained relationships with external recruiting agencies and vendors.
- Collaborated on workforce planning strategies aligned with organizational goals.
- Conducted regular system audits for data accuracy, compliance, and optimal performance.
- Career goal: Provide both technical and functional support in Oracle Fusion HCM TALEO, actively participating in continuous improvements.
- Successfully completed projects for the Implementation Branding page and new application forms in Oracle Fusion TALEO.
- Configured setups for Core HR, Absence Management, and Payroll modules using Functional Setup Manager in the Fusion application.
- Defined Elements in the Primary classification and configured Absence Management module.
- Coordinated with offshore and onsite team members and demonstrated expertise in Reference data objects.
- Customized DFF and Extensive Flex fields in Oracle Fusion, defining absence types, reasons, and absence plans.
- Ability to solve, document, and perform application configuration, leading agile prototyping sessions.
- Experience writing detailed functional designs for integrations and data conversions.
- Demonstrated subject matter expertise in key HCM areas, including Talent Acquisition, Talent Management, Compensation, Benefits, Global HR, and Payroll.

Associate Consultant in Employee Experience Management.{Oracle HCM Functional}, Prudence Technology Private Limited, New Delhi

08/2019 - 11/2021

- Implemented Oracle Recruiting Cloud (ORC) for seamless recruitment aligned with organizational strategies.
- Configured and customized ORC, collaborating with cross-functional teams for end-to-end recruitment processes.
- Managed integrations between ORC and other HR systems to ensure accurate data flow.
- Conducted end-user training sessions for effective utilization of ORC functionalities by HR and recruiting teams.
- Provided ongoing support, troubleshooting, and enhancements to optimize ORC platform performance.
- Monitored system updates and patches, ensuring compliance with the latest features and security protocols.
- Produced and analyzed recruitment metrics and reports for performance insights and continuous improvement.
- Proficient in Oracle Fusion HCM and Taleo, specializing in Core HR, Workforce Structure, and Performance Management.
- Experienced in creating Oracle Service Requests (SR) and troubleshooting, with expertise in data transformations and conversions.
- Worked on Spread Sheet Loader and HCM Data Conversions, showcasing versatility in Oracle HCM solutions.
- Possesses knowledge of BI Reports, contributing to comprehensive reporting capabilities in the Oracle HCM ecosystem.

Assistant Engineer, Sandhar Technologies LTD, Gurugram

10/2015 - 08/2019

Proficient in conflict resolution within the realms of Oracle Fusion HCM and Taleo, with a background spanning from October 2018 to August 2019. Expertise includes global core HR, goals, and performance management. Prior experience in IT administration from October 2015 to November 2018 complements these skills.

Oracle Fusion HCM Experience:

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Proficient in Oracle HCM Fusion modules: TCC, Core HR, Workforce Structure, Workforce Modeling, Profile, Performance Management, Goal Management, and Compensation.

- Successfully completed Oracle Taleo implementation with the support team.

IT Management and Project Leadership:

- Skilled in Service Desk Management (SMS) and IT vendor coordination.
- Managed IT infrastructure teams and end-to-end projects.
- Expertise in system administration for hardware and software architecture.

Data Security and Data Center Management/Reporting and Support:

- Utilized McAfee, DLP, and encryption/decryption for data security.
- Proficient in technical documentation and conducting training programs.
- Managed all data center operations and led a team of 15 IT engineers.
- Regular reporting to the Head of IT on a daily, weekly, and monthly basis.
- Resolved hardware and network issues, including LAN/WAN troubleshooting.

Administration IT Support, UNIFY Infotech, Bangalore

08/2014 - 07/2015

IBS Software Support specializes in comprehensive IT solutions, encompassing IT infrastructure management, CCTV and security services, installation and maintenance, and client support. With a focus on Integrated Banking Software (IBS), the company provides dedicated assistance for computer chip-level hardware and networking issues, ensuring seamless operations. Their expertise extends to the design and development of a user-friendly website that showcases the company's profile. Additionally, the team excels in analyzing and promptly resolving error reports, demonstrating a commitment to efficiency and customer satisfaction.

EDUCATION

B.A. Bachelor of Arts, Anchalika Sahajoha Sanskrit Mohavidyalaya, Bhadrak, Odisha

04/2014

Bachelor's degree, Anchalika Sahajoha Sanskrit Mohavidyalaya, Bhadrak, Odisha

04/2010

Matric(10th), R.C.B.L HIGH SCHOOL, Bhadrak, Odisha

04/2006

SKILLS

Fusion HCM: Core HR, Payroll, HRSS, Talent Management, Learning Management, ORC, Workforce Compensation, HR Helpdesk, Absence management, OR OTL, Compensations & Benefits

SQL, OTBI / BI publisher reports

Oracle TCC(Taleo Connect Client), HDL, HCM Extract, Large CSV File Handling, Batch Scripting

Troubleshooting & Technical Problem Solving

INTERNSHIPS

COMPUTER TECHNICIAN, ARIN COMPUTER

01/2012 - 08/2012

Dedicated computer systems expert with a passion for boosting sales and overcoming technical challenges. Specialized in providing high-quality laptops and systems to diverse clientele, both business and personal. A pivotal member of the Computer Support team, excelling in troubleshooting and implementing chip-level hardware solutions. Recognized for

not only resolving issues but also enhancing overall system performance, earning praise for significant repair and rebuild projects. Utilizes a dynamic training approach to empower users of all levels to maximize their systems' capabilities.

GENERAL ASSISTANT, IT SUPPORT DESK

08/2012 - 09/2013

Highly motivated and outcome-oriented professional specializing in terminal scanning, inventory management, and computer system troubleshooting. Demonstrated success in leveraging advanced technology to monitor, document, and authenticate product movements, optimizing operational efficiency. Renowned for proactive problem-solving, I have successfully addressed inventory challenges and played a pivotal role in system repairs and reconstructions. Proficient in chip-level hardware and networking, coupled with expertise in CCTV, I have effectively resolved discrepancies and empowered new team members through comprehensive training, fostering a dynamic and streamlined work environment.

COURSES

FUNDAMENTALS OF DIGITAL MARKETING CERTIFICATION, Google Digital Unlocked

01/2018 - 01/2018

COMPLETED THE NECESSARY COURSEWARE AND PASSED THE ASSESSMENT FOR ACCREDITATION AS AN AT ORACLE CLOUD SUPPORT ACCREDITED USER,
Oracle

06/2019

CERTIFICATE IN COMPUTER CHIP LEVEL, MICROWORLD COMPUTER LAB INSTITUTE

06/2012

KEY ACHIEVEMENTS AND RESPONSIBILITIES

Results-driven IT professional with over 10 years of extensive experience, showcasing a robust skill set, including 3+ years specializing in Oracle Taleo Technofunctional, Oracle Fusion HCM, and Oracle Recruiting Cloud (ORC). A proven leader in managing Oracle client projects, offering techno-functional expertise, and ensuring seamless implementations. Demonstrates proficiency in Oracle Fusion HCM modules, with a particular focus on Core/Global HR, Payroll, Talent Management, ORC, Workforce Compensation, Absence Management, OTL, Compensations & Benefits. Specialized in configuring system functionalities to align with business needs, enhancing HR processes, and providing continuous functional support.

Oracle Recruiting Cloud (ORC) Proficiency:

- Orchestrated Oracle Recruiting Cloud implementation and configuration, mastering end-to-end recruitment process management.
- Excelled in stakeholder collaboration and communication, ensuring cohesive efforts in achieving recruitment goals.
- Conducted data analysis and reporting using Oracle BI and similar tools, fostering informed decision-making.
- Demonstrated adept troubleshooting and support skills for Oracle Recruiting Cloud, ensuring system reliability.
- Possesses expertise in system integration and migration, facilitating seamless transitions.
- Developed and conducted training and development programs for recruitment teams, enhancing their proficiency in utilizing Oracle Recruiting Cloud.
- Played a pivotal role in migrating from legacy systems to Oracle Recruiting Cloud, ensuring a smooth transition and minimizing disruptions to the recruitment workflow.
- Collaborated with cross-functional teams to define recruitment processes and integrate ORC with other HR systems.
- Contributed significantly to the development and implementation of recruitment strategies, resulting in a 15% improvement in candidate quality.

Oracle Fusion HCM Proficiency:

- Configured and set up Core HR, Absence Management, and Payroll modules using Functional Setup Manager in Fusion applications.
- Defined elements in the Primary classification, customized DFF, and extensively worked with Flex fields in Oracle Fusion.
- Engaged in customizing the Absence Management module to enable Vacation and Sick plans.

- Successfully participated in ongoing improvements, upgrades, and Linux server migration for TCC 22A.1.
- Exhibits skills in batch scripting, modifying existing scripts, and handling large CSV files for export/import integrations.

Oracle Taleo Proficiency:

- Provided ongoing technical and functional support for Oracle Taleo modules, showcasing full life cycle expertise.
- Proficient in TCC integration development using TCC tool, subqueries, filters, and complex projections.
- Accomplished successful projects in Oracle Taleo, including the implementation of branding pages and creation of new application forms.

Technical Proficiency:

- Developed and modified reports based on requirements, identifying changes in custom reports on OTBI/BI.
- Experienced in data migration activities using HDL and completed data migration automation using TCC, Batch Script, HDL, HCM Extract, SQL, and BI reports.
- Skilled in interfaces involving FTP file transfers between servers.

Documentation and Reporting:

- Proficient in documenting all project phases, designing technical documents, and conducting unit testing.
- Demonstrates fair knowledge of OTBI/BI publisher reports and raised requests for component migration into PRODUCTION instances.

Project Lifecycle:

- Extensive experience in exploring the project lifecycle, from the initial Project Preview to meticulous Fit/Gap Analysis, seamless Configuration, rigorous Testing, and ongoing Production Support, ensuring a robust and successful implementation.

IT Management and Project Leadership:

- Managed IT infrastructure teams and led end-to-end projects.
- Proficient in Service Desk Management (SMS) and IT vendor coordination.
- Conducted training programs, ensuring completeness of technical documentation.

Data Security and Data Center Management/Reporting and Support:

- Utilized McAfee, DLP, and encryption/decryption for data security.
- Led a team of 15 IT engineers, managing all data center operations and resolving hardware and network issues.

Proactive and Team Player:

- Proactively handled Oracle SR's (Service Requests) for product issues.
- Demonstrated the ability to work as an individual contributor and a strong team player.
- Led start-to-end changes, providing crucial support for Testing, UAT, and project migrations.
- Possesses a deep understanding of functional HR processes within a regional and global scope.
- Excellent stakeholder management and customer-facing skills.