

JOSE AEDURU

Lead Oracle Cloud HCM Consultant | Oracle Recruiting (ORC) | Core HR | Techno-Functional

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PROFESSIONAL SUMMARY

Oracle HCM consultant with 14+ years across EBS and Fusion Cloud programs, including six full-lifecycle implementations. Leads Core HR and Recruiting workstreams and contributes across Payroll, Benefits, Compensation, Learning and Talent. Hands-on delivery covers data conversion, vendor interfaces, reporting, Fast Formulas, security and Redwood extensions. Experienced in onshore/offshore coordination, production troubleshooting and quarterly releases, with recent AI Agent Studio configuration and DEV1 pilot validation.

SELECTED RESULTS

- Reduced salary-change processing from a full working day to about 30 minutes with bulk HDL loads.
- Led Core HR and Oracle Recruiting rollout across four business units, followed by Redwood migration.
- Validated a DEV1 requisition-advisor pilot with seven guidance checks and an unauthorized-user access test.
- Reconciled 4,304 direct Oracle Cloud privilege records and validated zero duplicate mapping rows.

TECHNICAL EXPERTISE

Module experience: Core HR, Oracle Recruiting Cloud, Payroll, Time and Labor, Absence, Benefits, Compensation, Talent, Learning, Journeys

Configuration: FSM, enterprise/workforce structures, DFF/EFF, approval workflows, employee/manager self-service, Security Console

Data and interfaces: Oracle Integration Cloud (OIC), REST/SOAP, SFTP, HDL/HSDL, HCM Extracts, BI Publisher/eText, conversion reconciliation

Reporting and rules: BI Publisher, OTBI, SQL and PL/SQL, RTF and Excel templates, bursting, Fast Formula

Extensibility and AI: Redwood, Visual Builder Studio, Page Composer, Transaction Design Studio, AutoComplete Rules, AI Agent Studio, Recruiting GenAI

Delivery: SIT/UAT, cutover, hypercare, quarterly update impact assessment, defect triage, Oracle SRs, Agile delivery

PROFESSIONAL EXPERIENCE

Lead Oracle Cloud HCM Consultant

Aug 2025 - Present

Pace Suburban Bus | Remote

- Serve as the account's sole Oracle HCM consultant across Core HR and Recruiting, combining configuration, post-go-live support, new development and Oracle/vendor escalation.
- Replaced individual salary updates with bulk HDL loads, reducing processing time from a full working day to about 30 minutes.
- Manage quarterly opt-in review, release impact assessment and regression testing across integrations, Redwood personalizations and Fast Formulas before promotion.
- Built and embedded a Job Requisition Creation Advisor pilot in DEV1. Validated seven guidance scenarios and an unauthorized-user access test in the deployed requisition flow.
- Configured and published a development Employee Data Assistance agent with 10 tools, reduced from 23; resolved the implementer execution-access error and prepared employee-validation steps.

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Oracle Cloud HCM Consultant

Lead Oracle Cloud HCM Consultant

Aug 2025 - Present

Pace Suburban Bus continued

- Configured background-check person DFFs and Redwood business rules in Visual Builder Studio. Published the extension, validated the fields in DEV1 and created a controlled test worker.
- Configured a DEV1-only Visual Builder Studio package/deploy pipeline and disabled shared auto-starts to control extension promotion across environments.
- Enhanced a 14-column BI Publisher assignment-change report with previous/new manager, job, location and department values; validated the Excel test output and configured weekly scheduling.
- Defined WEX outbound scope and interface design using HCM Extracts, Fast Formula, BI Publisher/eText and SFTP; tracked vendor specifications, field mappings and validation requirements before build.
- Troubleshoot HireHonest OAuth and worker-DFF API access using controlled UI records and response comparisons; coordinate vendor and Oracle follow-up on data/security issues.
- Validated RChilli profile-import configuration after Oracle's maintenance correction, confirming successful resume parsing with a controlled test document.
- Prepared management presentations on 26C bulk resume upload and proposed MVR screening, distinguishing documented capabilities from implementation and policy dependencies.

Lead Oracle Cloud HCM Consultant

Jun 2024 - Jul 2025

Fortive | Remote / Texas

- Led the Core HR and Oracle Recruiting rollout across four business units, coordinating HR leads, IT stakeholders and a blended onshore/offshore delivery team.
- Managed sprint planning, stand-ups and delivery priorities, translating business requirements into workstream decisions and coordinating offshore build capacity with onshore owners.
- Owned Recruiting design from requisition through candidate-to-hire, addressing onboarding handoffs and worker-record issues with the Core HR team.
- Led Responsive-to-Redwood migration for Core HR and Recruiting, resolving page conflicts, migrating personalizations and running regression cycles for release readiness.
- Extended the onboarding application using Visual Builder Studio and Redwood patterns, including branching rules for conditional new-hire flows.
- Implemented HireRight background-screening integration, including package configuration, secure data exchange and recruiter-visible status; integrated candidate and hiring-manager surveys with Recruiting.
- Built OTBI and BI Publisher reporting for recruiting funnel activity, onboarding readiness and Core HR transaction health during stabilization.
- Assessed quarterly updates and coordinated hypercare triage across Oracle Support, vendors and internal teams for UI, onboarding and integration defects.

JOSE AEDURU

Oracle Cloud HCM Consultant

Senior Oracle Cloud HCM Consultant

Nov 2019 - May 2024

Deloitte USI | Enterprise client engagements

- Delivered enterprise HCM workstreams across Core HR, Recruiting, Payroll, Compensation, Benefits, Learning and Talent, from requirements and configuration through implementation support.
- Led fit-gap sessions, design workshops and configuration reviews; recorded design decisions and secured client sign-off before build and testing.
- Managed onshore/offshore teams of five to ten consultants, assigning workstreams, coordinating delivery ceremonies and mentoring junior consultants.
- Configured multi-country enterprise and workforce structures, including legal employers, business units, departments, jobs, positions, grades and organization foundations.
- Owned Recruiting design from requisition to candidate-to-hire, aligning candidate/worker handoffs with downstream Core HR data requirements.
- Implemented Learning paths and compliance-training processes; aligned Succession Planning, Talent Review and career-development configuration with client requirements.
- Built OIC integrations over REST, SOAP and SFTP between HCM, ERP and vendor systems, with mapping and reconciliation requirements for operational support.
- Configured compensation foundations, including salary basis, components and eligibility; supported consistent compensation-cycle processing across business units.
- Led SIT, UAT, cutover and hypercare. Produced functional designs, configuration workbooks, interface mappings and test-evidence packs to support defect resolution and change assessment.

Oracle Cloud HCM Consultant

Sep 2016 - Nov 2019

Tata Consultancy Services | Global manufacturing client

- Delivered Core HR, Talent, Compensation, Absence and Payroll configuration for a multi-country Cloud HCM implementation with substantial legacy-data requirements.
- Led HDL migration from legacy mapping and .dat-file preparation through load validation, exception handling and reconciliation across cutover windows.
- Configured third-party integrations using OIC and improved error-handling patterns so downstream interface failures could be traced and investigated.
- Designed DFF/EFF extensions for client-specific HR data and configured employee/manager self-service, HCM Mobile and Responsive pages through Page Composer.
- Configured BPM approval hierarchies for Core HR, Talent and Compensation, translating business routing requirements into supported workflow behavior.
- Developed date-effective OTBI analyses and BI Publisher reports with scheduled Excel, CSV and PDF delivery to internal teams and third-party recipients.
- Configured role-based security and segregation of duties; supported SIT/UAT, Oracle SR resolution and post-go-live training against the client's configuration.

JOSE AEDURU

Oracle Cloud HCM Consultant

Senior Oracle Cloud HCM Techno-Functional Analyst

Jun 2015 - Sep 2016

Satva Solutions | Global client engagements

- Delivered functional and technical work across Core HR, Payroll, Time and Labor, Absence, Benefits, Compensation and Talent for global HCM programs.
- Developed Fast Formulas for accruals, payroll eligibility, benefits and compensation; replaced legacy custom logic where standard configuration covered the requirement.
- Supported third-party interfaces and self-service extensions, including data mapping, exception handling and operational handover for client-specific HR processes.
- Led Taleo-to-HCM Cloud talent-data conversion using TCC scripts, BI reports and HDL, including source-data cleanup and load preparation.
- Configured job, duty, data and abstract roles with segregation of duties; mentored consultants and produced technical documentation, training guides and knowledge-transfer material.

Oracle HCM Business Analyst

Apr 2012 - Jun 2015

Growel Softech | EBS and Cloud migration programs

- Gathered requirements, mapped HR processes and supported configuration, SIT and UAT across Core HR, Payroll, Absence, Benefits, Talent and Compensation.
- Supported legacy-data migration through source mapping, validation, data-quality correction and reconciliation across multiple load cycles.
- Developed OTBI and BI Publisher reporting using SQL and PL/SQL and date-effective models, with email/FTP delivery for recurring HR reporting needs.
- Developed Fast Formulas for benefits, payroll and absence; configured security profiles and roles, and provided post-go-live support for Core HR, Absence and Benefits.

SELECTED PROJECT WORK

EBS to Cloud security mapping | 2026

- Reconciled 4,304 direct Oracle Cloud privilege records in an EBS-to-Cloud security workbook; validated zero duplicate mapping rows and retained unmapped exceptions for review.

EDUCATION

Bachelor of Technology | Jawaharlal Nehru Technological University, India

CERTIFICATIONS

Oracle Global Human Resources Cloud Implementation Professional

Oracle Talent Management Cloud Implementation Professional

Oracle Benefits Cloud Implementation Professional