

# Robert Smith

## *Asst. Business Analyst Lead*

### PERSONAL STATEMENT

Accomplished Business Analyst Lead Consultant with an ideal blend of academic background and real-world career development, proven leadership candidate and staff mentor who quickly becomes an asset to any progressive organization. A Leader with an expertise in Business Analysis, Projects and Processes and in depth knowledge and understanding of Finance, HRMS-Payroll, Supply Chain - CRM, PTP, RTR suites of Oracle Application.

### WORK EXPERIENCE

#### ***Asst. Business Analyst Lead***

**ABC Corporation - January 2013 - January 2014**

##### *Responsibilities:*

- Leading a Canada WMI testing (SIT) project which is required for implementing the fourteen new interfaces like which were common to US and Canada.
- The responsibilities involve coordination with Canadian and US team members.
- Coordinating and verifying the setup/configuration/interfaces in place in SIT environment before doing the Regression testing.
- Working on different Global Rice items implementation for Canada business group like ITIM, LOA Return Reminder Notification, Rehire Eligibility default, Assignments defaults-Grade, Payroll, JOB, GRE, Payroll-Final Process Default, Minimum Wage Validation, Update Job Targets for CWB, Reflexis, Costing Default-Resync etc.
- Working on Global Compensation Plan implementation for Canada which is already implemented for US and UK Business group.
- Worked on test plans, test cases, defect logging etc in Quality Center.
- Worked on GRE hierarchy setup/config in order to default the corresponding GRE based on the organization selected while doing the hire/rehire using MSS.

#### ***Business Analyst Lead***

**Delta Corporation - 2011 - 2013**

##### *Responsibilities:*

- Lead the implementation of Canada Payroll and Check printing transition from Canada to US.
- The responsibilities involve coordination with the Canada and US Payroll key business users and Stakeholders, documentation, setup, training US payroll users Lead the implementation of 401K plan for LAK Union, 1081 plan for Puerto Rico, Stock Purchase payroll elements etc.
- Coordination with key business users and third party vendors including Kronos(Time), TMT, Benefit Focus, Business-Solver, Fringe Benefit, ADP, Meryl Lynch etc.
- for implementation and maintenance of the interfaces and for requirement gathering and converting them into functional and technical components and finally document them into specs like MD 50

### **CONTACT DETAILS**

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Alabama  
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### **SKILLS**

Oracle Applications, HR,  
HCM, Payroll, OAB, OTL,  
RICEFW.

### **LANGUAGES**

English (Native)  
French (Professional)  
Spanish (Professional)

### **INTERESTS**

Climbing  
Snowboarding  
Cooking  
Reading

### **REFERENCES**

Reference - 1 (Company Name)  
Reference - 2 (Company Name)

& BR 100 Lead the implementation of the Total Compensation Statement setups.

- Worked on daily production support issue related to Oracle Payroll.
- Worked on creating payroll state tax levy element and modifying fast formula to calculate the taxes based on gross earning and not disposable earning.
- Lead the Year End processes including Open Enrollment.

## Education

Bachelor's in Engineering - 1995(National Institute of Technology - Patna, Bihar)