



ARIELI E. VELEZ

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PeopleSoft & SAP Functional Consultant

QUALIFICATIONS SUMMARY

Certified PeopleSoft and SAP HCM Consultant with eight years of experience in software consulting, business process reengineering and in all phases of system implementation. Solid ability in change management demonstrated in public sector organizations with strong resistance to process changes and new technology. Demonstrated efficacy as Functional Consultant building an effective link between business processes and system requirements. Positively evaluated by clients and peers in both individual contributor and team lead roles. Vibrant and energetic trainer; fluent in both oral and written English and Spanish.

CORE COMPETENCIES:

- PeopleSoft Functional Expertise
- Consensus Building
- Client Relationship Management
- Project Management
- Direct Client Interface
- SAP HCM Consultant
- Change Management
- Technical Acumen
- Goal Oriented
- Bi-lingual, English & Spanish

CERTIFICATIONS:

- PeopleSoft Human Capital Management Certified Consultant
- ProSci Change Management Certified Professional
- SAP Certified HR Solution Consultant

PROFESSIONAL EXPERIENCE

CHICAGO PUBLIC SCHOOLS, Chicago, IL

2006 - 2007

Chicago Public Schools project is the implementation of People Soft of one of the nation's largest public school systems with more than 50,000 employees. This implementation is part of the CPS effort of modernization, which overhauls several enterprise-level systems, enables the District to serve its dynamic student population more efficiently, and comply with No Child Left Behind requirements. The goal for this project is replace the 30 years old legacy system to the PeopleSoft version 8.9, implementing all the new functionality that can assist in the improvement of the Chicago Public Schools business processes.

Phase II

Team Lead

As an independent consultant, provide functional guidance to the Chicago Public Schools for the implementation of PeopleSoft 8.9 eApplications and lead a team of four team members.

- Conduct Conference Room Pilots sessions to identify business requirements for the eProfile, eCompensation, eDevelopment and ePerformance modules
- Create Fit / Gap and Gap Resolution Documents
- Designed and configured the Employee Self Service and Manager Self Service PeopleSoft Desktops

Phase I***HR Functional Consultant***

As an independent consultant, provide functional guidance to the Chicago Public Schools for the implementation of PeopleSoft 8.9.

- Designed and configured all the Core HR Foundation Tables.
- Create crosswalks between the legacy system and People Soft for data conversion.
- Plan and conduct the implementation System Test, Parallel Test and User Acceptance Test for the HR module and all the related HR business processes.
- Production support after the implementation assisting all the end users directly.

DEFENSE INTEGRATED MILITARY HUMAN RESOURCES SYSTEM (DIMHRS)

Washington, DC

2006

The DIMHRS project is the largest fully integrated human resources information management system in the world. Using PeopleSoft software, the program will provide improved processes and deliver timely and accurate pay and benefits to all the Service Members and their families around the world. The DIMHRS project will subsume more than 80 legacy systems and will support 3.1 million Active, Reserve and National Guard Service members.

Functional Lead

As an independent consultant, provide functional guidance to the Department of Defense for the implementation of PeopleSoft 8.9.

- Conduct Fit / Gap sessions with ARMY personnel for Global Payroll and HR modules to identify enhancements to the system.
- Create High Level Design documents with all the gaps and possible gap solutions that were identified during the Fit / Gap sessions.
- Assist in the reengineering of business processes.

EMPOWER SOLUTIONS, Atlanta, GA

1999 - 2006

Empower Solutions is a management and technology consulting firm that specializes in technology solutions for Higher Education, State and Local Government, School Systems, and Not-For-Profit clients.

Project Manager Consultant

As PeopleSoft Certified HRMS Consultant, provide functional guidance on numerous projects for school systems, utilities and government agencies for implementation of PeopleSoft v.7.0, 7.5, 8.0, 8.3, 8.8 and 8.9 frequently using bi-lingual English-Spanish language capabilities. For all projects:

- Evaluate the functional requirements of the project, serving as direct interface with client. Define both existing and post-implementation business requirements to ensure successful migration to new/upgraded application.
- Configure and document the foundation tables' based on the functional requirements.
- Create system test scripts, provide production support and train clients on new applications.
- Manage a project team to ensure the success of the project.

SELECTED PROJECTS:San Diego City Schools (2006)

Functional Team Lead for the upgrade from PeopleSoft 8.8 to 8.9 on the HR, Payroll, Base Benefits, Benefits Administration, Recruitment Solutions, Time and Labor, GL Interface and Position Management. San Diego City Schools is one of the nation's largest urban public school system educating over 140,000 students and with more than 25,000 employees. The PeopleSoft upgrade is a part of San Diego Schools' multi-year "District Wide Automation" effort, which overhauls several enterprise-level systems, enables the District to serve its dynamic student population more efficiently, and comply with No Child Left Behind requirements. The goal for this project is upgrade the system to the newest PeopleSoft version implementing all the new functionality that can assist in the improvement of the San Diego City Schools business processes.

- Conduct Fit / Gap sessions for the Time and Labor and HR modules to identify enhancements to the system and define new business processes.
- Create documentation with all the gaps and possible gap solutions that were identified during the Fit / Gap sessions.

San Diego County Water Authority (2005)

Project Manager for the upgrade from PeopleSoft 8.3 to 8.9 on the HR, Payroll, Base Benefits and Position Management and the new implementation of Time and Labor, Benefits Administration, GL Interface, eApplications and T&L and Project Costing Interface modules. The San Diego County Water Authority is an agency with 280+ employees and 14,000+ Project accounts. The goal for this project was enable the Manager/Employee Self Service applications for Time and Labor, HR, Benefits and Payroll for the employee to manage their own transactions. This project was implemented with full integration between PeopleSoft Human Capital Management (HCM) and PeopleSoft Finance with interfaces between Project Costing and Time and Labor, Payroll and GL, Benefits/Payroll and Account Payables.

- Manage and administration of the project including but not limited to controlling budget and create project plan.
- Evaluate the functional requirements of the project.
- Define new business processes to enhance new system.
- Designed and configured HR and Time and Labor foundation tables.
- Define technical requirements and configure the employee security for core system, eApplications and Time and Labor.
- Created a conversion strategy that include all the modules for the project.

Empower Solutions—Internal Pilot Project (2005)

Developed functional requirements and configuration of the SAP application to address operational and administrative issues for K-12 school system pilot program.

Environmental Quality Board project – Commonwealth of Puerto Rico (2004)

Served as **Senior Functional Consultant** for the Time and Labor enhancement project. Charged with modifying business processes and the corresponding PeopleSoft applications to comply with EPA guidelines.

- Analyzed and documented both pre & post-implementation Payroll and GL processes.
- Wrote training manuals in Spanish.

Next Generation ERP Project-Treasury Department of Puerto Rico (2004)

Functional Team Lead for the upgrade from PeopleSoft 7.5 to 8.8 on the HR, Payroll, Commitment Accounting, Time and Labor, Base Benefits, Recruitment, Training Administration and Employee Evaluations modules. The goal for this pilot project was to automate paper-based recruiting and training systems for this 5,000-employee agency that processes 2000+ employment applications annually and has an extensive training program.

- Designed and configured HR, Employee Evaluations, Recruitment and Training Administration foundation tables.
- Defined technical requirements and configured the employee security for departmental.
- Created a conversion strategy for Recruitment & Training from paper to electronic format.

Detroit Public Schools, PHASE TWO (2002 –2003)

Team Lead for two functional and one technical professional for this upgrade of HR, Payroll, Time & Labor and Recruitment Workforce to PeopleSoft 8.8, along with Employee/Manager Self Service, and Labor Relations. Detroit Public Schools (DPS) is the nation's tenth largest school district with approximately 270 schools, 160,000+ students and 25,000+ employees and has a history of poor performance in managing HR and Payroll functions.

- Effectively led meetings to drive integration of business processes with the new technology, ensuring success for client.
- Consistently maintained professionalism in working with consultants from two competing firms that were vying for the favor of the newly appointed HR Director.
- Setup HR, Recruitment, eRecruit and HR Employee Self Service foundation tables in PeopleSoft 8.8. Developed the HR Department security matrix.

Detroit Public Schools, PHASE ONE (2001 –2002)

Business Analyst on initial project phase that included the stabilization of the payroll system and the implementation of PeopleSoft 8.3 HR, Payroll, Time and Labor, Recruitment, Employee/Manager Self Service, and Labor Relations modules.

- Created HR, Payroll and Recruitment foundation tables along with the HR security matrix.
- Identified as SME for training development for highly resistant employee population. Utilized change management training to soften and overcome employee reluctance.

RHUM Project-Government of Puerto Rico (1999 –2001)

Functional Consultant for one of the largest successful public sector PeopleSoft HRMS conversions with data for over 250,000 employees. Managed the timely entry of Human Resources and Payroll information required for the implementation.

- Provided guidance and support for overwhelmed staff; developed productive relationships and served as a change agent in facilitating a cultural shift in the organization.
- Interviewed staff to determine functional system requirements; trained staff on modules.
- Ran GL interface; troubleshoot Payroll and GL interface; analyze/balanced Payroll accounts.

TRICON, San Juan, PR

1997 -1999

Tricon (currently known as Yum! Brands) was a restaurant company that included Pizza Hut, Taco Bell and KFC.

Payroll Analyst

Processed payroll for Pizza Hut restaurants in Puerto Rico and the Virgin Islands with over 5,000 employees in a high-turnover industry.

- Migrated from ADP to OSAS payroll system and KRONOS timekeeping system after merger.
- Gained solid knowledge of payroll processing laws and migration of data from legacy system to new applications.
- **Produced the entire payroll cycle every two weeks and ran the year end processes.**

EDUCATION

MIT – Master of Information Technology, Application Development, 2007
American Intercontinental University, Atlanta, GA

BBA - Bachelor of Business Administration, Accounting and Computer Systems, 2001
University of Puerto Rico, Rio Piedras, PR

ADDITIONAL COURSES:

PeopleSoft:

- Human Resources – v. 7.5
- Benefits – v. 7.5
- Time and Labor – v. 8.9
- Payroll I and II – v. 8
- Recruitment Solutions – v. 8.8

SAP:

- THR10–Management/Administration I
- THR12–Management/Administration II

PROFESSIONAL DEVELOPMENT

PeopleSoft Modules:

Human Resources v. 6, 7, 7.5, 8.3, 8.8 and 8.9
Base Benefits v. 6, 7, 7.5, 8.3, 8.8 and 8.9
Payroll v. 6, 7, 7.5, 8.3, 8.8 and 8.9
Time and Labor v. 8.8 and 8.9
Recruitment Solutions v. 8.3 and 8.8
Training Administration v. 8.8
GL interface v. 8.9
eApplications v. 8.3, 8.8 and 8.9
ePerformance (Employee Evaluations) v. 8.8, 8.9

SAP R/3 Modules:

HR Master Data - 4.6c
Time Management – 4.6c

TECHNICAL SKILLS

- MS Word
- MS Excel
- MS PowerPoint
- MS Access
- MS Outlook
- MS Publisher
- MS Visio
- MS Project
- SQL
- Data Mover
- Visual Basic (VB)
- PHP
- Java
- Oracle9i Database
- PS Component Interface
- SQA Robot
- PeopleSoft Query
- SAP Query
- KRONOS
- OSAS