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. . . senior . . . seasoned . . . successful

Resume of

Roy Joslin

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GOALS: Oracle PeopleSoft Enterprise, Senior Project Consulting, Leadership

Expert level, High-tech, High-function, effective planning, outstanding execution, project troubleshooting, low overall project cost

EXECUTIVE SUMMARY:

- Roy has more than 18 years of professional experience in building [Oracle PeopleSoft Enterprise](#) systems for nationally known organizations. His wide-ranging expertise includes project management, systems analysis and design, training and knowledge transfer, and successful software deployment strategies.
- Roy has in-depth knowledge and understanding of several PeopleSoft products. Specific areas of functional expertise include [Human Resources](#), Benefit Administration, Recruitment ([Talent Acquisition Management](#)), [Time and Labor](#), Payroll, [Performance Management](#), Manager Self Service, and Employee Self Service. He also has particular technical expertise in [portal administration](#), self service internet/intranet middleware, [PeopleTools](#) development, and PeopleSoft Internet architecture (PIA) installation and administration.
- Roy has worked in a variety of organizations including government, health care, financial services, banking, and manufacturing. He has successfully completed comprehensive PeopleSoft assignments at many private and public organizations during his career.

RECENT ACCOMPLISHMENTS:

[City of Charlotte Streamlines Hiring and Reduces Paper Usage with Oracle's PeopleSoft Enterprise Candidate Gateway](#)

"North Carolina's largest city, has implemented Oracle's PeopleSoft Enterprise Candidate Gateway, part of PeopleSoft Enterprise Human Capital Management, to streamline hiring by providing a convenient and easy way to view and [apply for city job openings](#) online....."

"...The application not only helps us streamline the hiring process, but the online process means we use less paper – another step in our efforts to ‘go green.’ In addition, with the increase in submitted applications, we can ensure that we hire the highest caliber employees..”

CAREER BACKGROUND: 2006 - Present

MECKLENBURG COUNTY, Charlotte, NC: HRMS 8.9 ePerformance, June 2009 - Present ***ePerformance Development - Senior Project Lead***

- Setup performance management environment for pilot groups
- Identified and defined required changes for selected worker populations
- Designed, developed, and tested improved ePerformance documents

CITY OF CHARLOTTE: HRMS 8.9 ePerformance, Talent Management & Recruiting, October 2008 – May, 2009

Senior Project Consultant

- Created ePerformance pilot
- Developed talent profiling and applicant screening enhancements
- Conducted assessment & fit/gap sessions
- Produced project charter and specific planning recommendations
- Designed minimum qualifications applicant screening
- Assessed performance management process

CITY OF CHARLOTTE: HRMS 8.9 Recruiting Solutions, August 2007 - June 2008 ***eRecruitment - Senior Project Consultant***

- Implemented Talent Acquisition Manager for recruiters and managers
- Implemented Candidate Gateway for internal & external applicants
- Created project plans & milestones
- Provided guidance and leadership to internal staff
- Led functional analysis activity
- Led technical design & development efforts
- Successfully deployed in timely and cost effective manner

PELLA WINDOWS: HRMS 8.9 Time & Labor Assessment, February – March 2007 ***Senior Project Consultant***

- Conducted Time & Labor project assessment
- Formulated comprehensive strategy and development plans

PINNACLE FOODS: PeopleTools 8.48 & HRMS 8.9 Upgrade, January 2007 - June 2007 ***Senior Project Advisor***

- Assisted internal Project Manager & team members
- Supported installation of PeopleTools 8.48

JOSTENS: HCM 9.0 Pre-release review & 8.9 Upgrade Assessment, December 2006

Upgrade Assessment – Senior Project Lead

- Identified and described HCM 9.0 functional improvements
- Reviewed upcoming PeopleTools 8.48 features
- Completed a comprehensive HRMS 8.3 - 8.9 upgrade assessment covering Recruiting Solutions, HR, Payroll, Benefits Administration, and Employee Self Service (ESS)

SEMINOLE COUNTY PUBLIC SCHOOLS: HRMS 8.9 Upgrade, November 2006

Upgrade Assessment – Senior Project Consultant

- Conducted system demonstration and user training sessions
- Provided 8.9 functional and technical guidance
- Produced comprehensive assessment documents

MECKLENBURG COUNTY, Charlotte, NC: HRMS 8.9 ePerformance, October 2006 - November 2006

ePerformance Analysis - Senior Project Lead

- Reviewed current performance management processes including evaluation forms, appraisal sections, and common rating models
- Defined the scope of a potential ePerformance project
- Conducted ePerformance 8.9 fit/gap sessions and recommended specific solutions

MECKLENBURG COUNTY, Charlotte, NC: HRMS 8.9 Upgrade & Portal Deployment, January 2006 - August 2006

Senior Project Consultant

- Completed successful upgrade from HRMS 8.3 to 8.9
- Created and executed project plan for upgrade of Recruiting Solutions, HR, Payroll, Benefits Administration, Time & Labor, Enterprise Learning, ESS, MSS from release 8.3 to 8.9
- Provided expert guidance on both functional and technical subjects
- Identified requirement gaps & provided solutions
- Created Employee, Manager, and Candidate Gateway Portals
- Led testing and deployment activities

BREMER FINANCIALS: PeopleSoft 8.9 ePerformance & Talent Acquisition Management, September 2005 - January 2006

Senior Project Lead

- Prepared ePerformance and eRecruit implementation plans

- Performed implementation analysis & identified potential enhancements
- Developed and tested approved enhancements
- Identified requirement gaps & provided solutions
- Implemented ePerformance pilot groups
- Configured eRecruit for managers, employees, and applicants

EDUCATION:

Masters of Business Administration - Management Information Systems, University of Minnesota

Bachelors of Science - Industrial Management/Computer Science, Purdue University

CAREER BACKGROUND: 2005 and before

EXPERIENCE: 2003-2005

July-August 2005, G&K Services, PeopleSoft 8.8 ePerformance – Senior Project Lead

- Conducted ePerformance design analysis
- Formulated strategy and plan for ePerformance deployment
- Provided technical expertise required for high-performance internet infrastructure

April-May 2005, Alliant Techsystems, PeopleSoft HRMS 8.9 Analysis - Senior Project Consultant

- Prepared ePerformance and eRecruit analysis roadmap
- Led upgrade and implementation analysis sessions
- Defined and described requirement gaps
- Identified re-engineering opportunities
- Provided summarized findings and recommended solutions

January 2005, City of Charlotte, PeopleSoft 8.8 eApplications Fit/Gap – Senior Project Lead

- Demonstrated and explained HRMS 8.8 self-service capabilities
- Planned and conducted fit/gap sessions - eProfile, ePay, eBenefits and Time & Labor time entry
- Identified potential self-service issues and recommended solutions
- Prepared specific suggestions for a high-performance technical infrastructure
- Produced a roadmap for gradual deployment of eApplications

March 2004-February 2005, Louisville Metro, County/City, PeopleSoft HCM 8.8 Upgrade – Senior Project Manager

- Created tailored project plan using project upgrade methodology for upgrade of HR, Payroll, Benefits Administration, Time & Labor from release 8.0
- Provided leadership on all technical aspects of the project
- Led redevelopment of major system components
- Managed development and deployment of PeopleSoft Time & Labor module and integration with external time clocks
- Established PeopleSoft 8.8 Internet Architecture to support deployment of self service eApplications
- Developed PeopleSoft 8.8 HRMS employee home pages
- Planned successful deployment of Employee Self-Service Portal

February 2003-February 2004, Mecklenburg County, PeopleSoft 8.3 and 8.8 Implementation – Senior Project Consultant

- Accelerated the implementation of HRMS 8.3 including Time & Labor module
- Improved and implemented full suite of Employee Self-Service eApplications, including eProfile, ePay, eBenefits, eCompensation, eDevelopment and eRecruit
- Defined and created high-performance Internet/Intranet architecture to successfully support high levels of eApplication usage
- Configured and deployed a select group of PeopleSoft Manager Self-Service eApplications
- Implemented improved version of Manager Self-Service through Enterprise Portal 8.8 product

EXPERIENCE: 2002- (descending)

- Phillips Plastics Corporation, PeopleSoft 7.51 to 8.3 HRMS Upgrade – Senior Project Advisor
- Alliant Techsystems, PeopleSoft 7.51 to 8.3 HRMS Upgrade - Project Manager
- Guidant Corporation, PeopleSoft 8 Consultant and Self Service - Project Manager
- City of Norfolk, PeopleSoft HRMS Upgrade – Senior Project Advisor
- McKee Foods (Little Debbie® Snacks), PeopleSoft 8 Readiness Assessment Consultant
- Federal Reserve Bank System, PeopleSoft 8 Upgrade – Senior Project Consultant
- Westar Energy, PeopleSoft 8 Upgrade – Senior Consultant
- AIG American General, PeopleSoft Employee Self Service - Web Application Designer
- Gateway, Inc., PeopleSoft Employee Self Service - Web Application Designer
- University of Minnesota, PeopleSoft 7.5 HRMS and Student Administration Upgrade - Project Manager
- Quaker Foods and Beverages (The Quaker Oats Company), PeopleSoft 7.0 HRMS - Upgrade Project Lead
- Allina Health System, PeopleSoft 7.5 HRMS Implementation and Upgrade – Senior Project Lead
- Fisher-Rosemount (Emerson Process Management), PeopleSoft 5.0 HRMS Implementation - Senior Project Lead

- Andersen Corporation (Andersen Windows),PeopleSoft 3.22 HRMS Implementation – Senior Project Lead
- Norwest (later merged with Wells Fargo),PeopleSoft HRMS Implementation – Senior Project Lead

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