

Aaron Whincop

PeopleSoft Technical Management Consultant

www.aaronwhincop.com

Professional Summary

- 20+ years of managing Implementation, Upgrade, Conversion, Customization, Interface Development and Production Support experience with PeopleSoft HCM, FSCM, and Campus Solutions applications.
- Strong functional and technical integration experience across PeopleSoft applications.
- Proficient with ERP applications assessment, analyzing business requirement, creating technical specifications based on functional specifications, articulating application architecture and designing, managing technology delivery, coordinating discussions with Functional Analysts through full software development cycle.
- Multiple Technical Project Management and System Assessment client engagements.
- Lead Strategy, Process Analysis, As-Is, To-Be, Fit-Gap analysis, and Configuration business processes.
- Experienced with applying PUM images and retrofitting customizations and external programs.
- Managed multiple data conversion and interface efforts for FSCM and HCM engagements.
- Expertise on implementing and configuring Integration Broker, Web Services, Single Sign-On, LDAP, Directory Interface, Security, and Workflow.
- Proficient with configuring functional HCM and Financials modules for 9.2 applications.
- Proficient in working with PeopleTools Application Designer, Application Engine, File Layout, Application Packages, PeopleCode and Tool Page, Record, Component, and Menu objects.
- Excellent coding and debugging skills with Application Engine, Component Interface, PeopleCode, SQR, SQL and Crystal Reports.
- Performed Application upgrades, running and reviewing the compare reports, testing the upgrade and performed database configuration and data synchronization using Change Assistance, Upgrade Assistance, Application Upgrades, Data Migration and Data Mover.
- Implemented Workflow using AWE and Security Administration and have taught training classes to clients.
- Strong Database Design and implementation experience with RDBMS- Oracle and SQL Server.
- Strong knowledge and understanding of SQL and structured programming languages with work experience in reporting tools like SQR, Crystal report, XML publisher and PS Query.
- Excellent working knowledge of the PeopleSoft Internet Architecture (PIA) and the flow of data exchange between various HRMS and FSCM modules
- Experienced on building Custom Time and Labor Rules, customizing SQL Objects, Actions and Conditions.
- Strong analytical, problem solving skills and a good team player with excellent communication and interpersonal.

Technical Skills

- Project Management
- Application Engine
- Integration Broker
- Security Administration
- Query Administration
- HTML/XML
- AWE/Workflow Configuration
- Excel-to-CI
- PUM Upgrades
- PeopleCode
- BI Publisher
- Portal Administration
- Crystal Reports
- nVision Reports
- PL/SQL
- Retro-Fitting Code
- FLUID UI
- Application Packages
- Web Services
- Component Interface
- SQR/SQC
- Smart HR Templates
- Oracle SQL Scripting
- Online HR and Payroll Forms

Applications Experience

- General Ledger
- Accounts Receivables
- Accounts Payable
- Asset Management
- Billing
- Project Costing
- Contracts
- Grants
- Inventory
- Purchasing
- Commitment Control
- Core HR
- Time and Labor
- Payroll
- Absence Management
- Benefits
- Recruitment

EDUCATION Business Economics, University of California at Riverside

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PROFESSIONAL EXPERIENCE

Maricopa County Community Colleges, Tempe, AZ

04/2018 – 02/2019

Roles: Technical Lead: HCM, FSCM, Campus Solutions Developer

Project: HCM 9.2 Fluid Upgrade Project, PUM 028

Modules: HCM: HR, Payroll, AM, TL, FSCM: AM, PC, IN, GL

Market: Higher Education

Responsibilities:

- Configured and developed Self Service HR Forms and Pay Forms.
- Developed custom AM process to add accounting codes to each transaction.
- Created Excel-to-CI processes to load AM and Payroll data.
- Created Excel-to-CI programs to interface between Student Information Systems and HCM.
- Developed custom AM process to reduce Contract Pay totals.
- Developed custom program for Additional Pay and One-Time Pay Online Forms.
- Developed custom Project Costing process to correct encumbrance data issues.
- Developed custom Time and Labor process to correct time and labor data issues.
- Developed custom Earnings Worksheet process to correct Payroll data.
- Performed retrofits of code and report programs for PUM Upgrade from Image 015 to 028.
- Performed retro-fits of customizations and modified Fluid pages.
- Developed BI Publisher reports for employees and Payroll Administrators to run for paycheck summary.
- Wrote interface of SIS to HCM data for Payroll and Time Reporting.
- Wrote sql scripts to insert accounting data from Valid Combo Table into Acct Code Table.
- Fixed broken Online Forms process and redesigned table structure to create forms.
- Customized Approval Workflow Engine to create events and produce approval paths.
- Fixed broken AWE Notification process for Emails not being sent to approvers.
- Designed sql scripts and report for FSCM Grants to integrate with HCM GL.
- Developed custom sql to send ALTACCT information from HCM to FSCM.
- Developed custom Application Engine process in FSCM to process Project Costing data into General Ledger.
- Customized Application Packages for Approval Workflow Engine Cancel Events.
- Developed custom program to load Encumbrance Definition Table data.
- Created Mobile Physical Inventory process for Scanners.
- Created custom program to correct Payroll balances for year-end reporting.
- Performed production support for Payroll, HR, Absence Management, Time and Labor modules.
- Worked with Oracle Cloud Services Group.
- Wrote custom queries for reporting scanned assets to stakeholders.

University of Colorado, Denver, CO

02/2018 –06/2018

Roles: Functional Technical Lead: HCM Configuration

Project: HCM 9.2 Fluid Upgrade Project, PUM 025

Modules: HCM, Payroll,

Market: Higher Education

Responsibilities:

- Configured Smart HR Templates.
- Configured Approval Workflow Engine to route approvals.
- Designed Talent Acquisition Manager(TAM) to PeopleSoft Template Based Transaction Process.
- Designed Contract Pay Templates.
- Designed Hire/Rehire Templates.
- Designed Online Pay and Self-Service Forms.
- Designed Primary Job Indicator Cleanup solution and proposed a working solution.
- Designed Person Of Interest Template Based Transaction.
- Designed Avature to HCM Template Based Transaction Process.

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Albertsons Safeway, Phoenix, AZ

01/2016 –02/2018

Roles: Technical ERP Lead

Project: HCM 9.2 Fluid Upgrade Project, PUM 021, AM Developer

Modules: Absence Management, Payroll, HR

Market: Private Sector

Responsibilities:

- Developed custom AM Calc Reset process to change flags to allow AM Calc process to run again.
- Customized Labor Facilities page to allow for deleting data rows. This was a fix to a PeopleSoft bug.
- Developed custom Affordable Care Act(ACA) process for Safeway to send employee, payroll, benefits, COBRA, Union, and non-employee data to IRS on a weekly basis.
- Developed interface between PeopleSoft and ServiceNow using Integration Broker and Application Engine processes.
- Researched production support AM and Payroll issues and provided solutions.
- Wrote data conversion programs for store mergers using sqr's and application engine programs.
- Documented proposed AM/Payroll solutions for broken processes and data issues.
- Provided technical development advice for the Southern/Houston Payroll data conversion.
- Worked with SDG Team to resolve production defects.
- Developed custom Payroll/AM process for Mass Upload data spreadsheet files into production.
- Led Developer for PeopleTools upgrade from 8.53.17 to 8.55.14.
- Lead Developer for PeopleSoft 9.2 upgrade implementing PUM images 1 through 19.
- Developed custom components, pages, work centers, dashboards, pivot grids, and home pages.
- Developed Fluid UI homepages for PeopleSoft 9.2 upgrade for PUM 19 images.
- Developed Fluid pages and components during PUM 019 upgrade.
- Developed Interaction Hub portal application.
- Worked with Sysadmin to configure HCM for SES(Secured Enterprise Search).
- Developed Secured Enterprise Search indexes and configured instance for functionality.
- Developed Approval Workflow Engine for HR ESS/MSS Transactions.
- Configured PeopleSoft Testing Framework for recording test scripts for the business processes.
- Configured HCM for Smart HR Form processing.
- Configured HCM for Skill Search and created indexes.
- Reviewed and cleaned up SYSaudit and DDDAudit reports.
- Retro-fitted customizations from the compare reports.
- Technical Lead during merger tracks for Safeway.
- Managed and planned data conversions for merger tracks.
- Managed both onshore and offshore technical staff.
- Quickly Resolved functional testing issues during PUM upgrade.
- Technical developer for PUM upgrade from 019 to 023.

Institute of International Education, Washington D.C

07/2017 –12/2017

Roles: Technical HCM/FSCM Lead Developer

Project: HCM/FSCM 9.2 Integration Project

Modules: AM, TL, Payroll, PC, GL

Market: Education

Responsibilities:

- Developed a custom Total Time Accounting(TTA) interface between HCM and FSCM PeopleSoft applications.
- Transactional employee data was summarized when transferred to GL by account, project, and activity.
- Developed 3 interface programs to process AM/TL HCM data into GL for FSCM for labor expenses.
- Developed custom TTA programs for Basic/Retro Pay, and Prior Period Adjustment employee labor expenses.
- Developed components, pages, records, fields for online configuration, mapping, transactions, and run controls.
- Wrote peoplecode, component interfaces, application engines, file layouts, and sqr reports for development.
- Created auditing tables to track and reconcile processed data between applications.
- Wrote a data conversion program to sync data between HCM and FSCM applications.
- Created Proof of Concept, Functional/Technical Specification, and Configuration/Design documents.
- Attended daily meetings and provided status updates to management and stakeholders.
- Provided production support to IIE post migration of all customized and developed objects.

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MemorialCare Health Services, Fountain Valley, CA

08/2016 –12/2016

Roles: Technical Lead ERP Developer

Project: FSCM 9.2 BI Publisher Report Developer PUM 019

Modules: AR, BI, AP

Market: Private Sector

Responsibilities:

- Developed custom BI Publisher reports from Crystal reports.
- Developed billing invoices and the AP check reports.
- Retrofitted Billing interfaces and customizations.
- Worked within the Oracle Cloud.
- Attended all status and customer meetings.
- Performed all development work from a remote location.

Draper Laboratories, Cambridge, MA

11/2015 – 01/2016

Roles: Technical ERP Developer

Project: HCM 9.1 Project, ELM Developer

Modules: Payroll, ELM

Market: Federal Government Entity

Responsibilities:

- Developed custom payroll objects for bi-weekly payroll initiatives.
- Customized Peopletool objects for payroll processes.
- Troubleshoot and resolved production issues for HCM and ELM applications.
- Resolved Leave Accrual failed process and wrote custom application engine program.
- Modified ELM application packages, components, records, pages, peoplecode, and sqr reports.
- Troubleshoot HCM-to-ELM messaging data. Bad data was uploaded into ELM and needed to be cleaned.
- Wrote data mover scripts to clean bad data.
- Reviewed security setup and provided solutions to be in compliance with Draper policies.
- Created queries in ELM and Content References for Report links.
- Managed and migrated PeopleTools objects using STAT tool.
- Performed unit, system, and user testing in various environments prior to move to production.
- Went 'Live' with bi-weekly payroll changes and was successful with no issues.
- Communicate with business users to gather pertinent information for enhancements.
- Participated in project meetings and provided daily development status.
- Completed weekly status reports.

Sandia National Laboratories, Albuquerque, NM

02/2015 – 10/2015

Roles: Technical ERP Developer

Project: HCM 9.2 Fluid Upgrade PUM 009 and Production Support

Modules: Core HR, Personnel Actions

Market: Federal Government Entity

Responsibilities:

- Configured Core HR module for Personnel Actions functionality.
- Configured Approval Workflow Engine(AWE) Framework for approvals.
- Configured Delegation Framework and activated batch processes.
- Configured Notification and Escalation Processes within AWE.
- Developed custom Application Packages for Approval Framework Engine.
- Planned, designed, and developed custom Personnel Actions processes for Core HR transactions.
- Developed custom PeopleTools objects to build pages, components, records, fields, sql definitions, menu.
- Wrote peoplecode for pages, components, records, application packages, fields.
- Developed custom Roles and Permission Lists for Security Administration of Personnel Actions.
- Developed custom Workflow for Transactions to perform an auto-update of the database.
- Configured Direct Reports To functionality for hierarchy data retrieval.
- Setup custom Process Definitions for PS Jobs, Processes, and Recurrences.
- Wrote custom queries and added Portal Content References to run the query reports.
- Setup custom Tree Manager structure for department reporting.
- Created custom URL Definitions for Worklist links in emails.
- Developed custom notification templates for approval framework.
- Performed unit, system, and led user acceptance testing activities.
- Fixed bugs and any issues while performing Production Support.

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Chipotle Mexican Grill, Denver, CO

10/2014 – 02/2015

Roles: Technical ERP Developer, Functional Analyst, Security Administrator

Project: HCM 9.1 Technical Development and Production Support

Modules: Core HR, Payroll, Benefits, Time and Labor, Recruitment

Market: Private Sector Food Services

Responsibilities:

- Modified Application Security for user profiles for a group of 7000+.
- Modified row-level and single sign on security for all users.
- Created dynamic security queries and role member access and monitored Integration Broker messages.
- Managed and implemented a Security project to modify user permissions from employees.
- Modified sign in peoplecode, stylesheets, and HTML to send broadcast security messages to all users.
- Created security troubleshooting sql scripts for monitoring user activity and permissions.
- Created security audit records using triggers within Oracle database.
- Created Security Reports to report users with Correction mode for past activity in PeopleSoft.
- Managed workflow activity and manually produced worklist entries and email notifications when needed.
- Managed and implemented a Process Scheduler project to stop all scheduled processes
- Performed technical development for PeopleSoft signon pages.
- Created position numbers for all locations upon request.
- Troubleshoot and repaired broken Tree Maintenance process.
- Created Payroll reports for reporting employee pay check information to ADP.
- Supported custom Benefit Administration and Open Enrollment processes for employees.
- Supported Taleo interfaces for New Hires and Requisitions.
- Functional support for Core HR, Payroll, Recruitment, Benefits, and Time and Labor modules.
- Wrote many sql scripts for troubleshooting and fixing daily issues with interfaces and online issues.
- Worked with department users to resolve daily issues from broken processes and bad data.

Crop Production Services, Loveland, CO

05/2014 – 10/2014

Roles: Sr. Technical ERP Developer, Functional Analyst, nVision Report Writer

Project: FSCM 9.2 Technical Development and Production Support

Modules: Accounts Receivables, Billing, Cash Management, nVision Report, Query Report

Market: Agriculture Sciences

Responsibilities:

- Performed technical development for Billing, AR, and Cash Management modules.
- Researched and prepared functional business process for receiving cash receipts from Bank of Nova Scotia.
- Integrated Canadian Credit Program into U.S. Business Unit for bank processing.
- Gathered requirements to configure the Billing, Accounts Receivable, and Cash Management modules.
- Setup AR, Billing, and Cash Management modules to perform business unit processing of cash into CPS.
- Designed custom interfaces with external AR and credit systems using XML messaging and Application Packages.
- Developed PeopleTools objects(peoplecode, record, page, component, menu) for Dual AR Business Unit custom functionality.
- Developed custom Application Engine programs for daily and monthly finance charges program.
- Wrote custom SQR's for Bank of Nova Scotia Credit Reporting requirements.
- Developed custom nVision reports to send daily credit interest amounts to Bank of Nova Scotia for payment to CPS.
- Developed custom queries for all nVision reports and setup batch processing security for run control processing.
- Created custom batch schedules for banking processes to run in the Process Scheduler.
- Resolved level 1 tickets and defects for Production Support.
- Completed technical specifications and documentation and delivered to CPS.
- Worked with Application Lifecycle Management(ALM) and STAT migration tools.

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Adams12 School District, Thornton, CO

03/2013 – 05/2014

Roles: Sr. Technical ERP Developer, Functional Business Analyst

Project: HCM 9.2 & FSCM 9.1 Technical Development, 9.2 HCM Upgrade and Production Support

Modules: Core HR, NA Payroll, Time & Labor, Benefits, ESS/MSS, AP, PO, IN, GL, AM, and KK

Market: K-12 Education

Responsibilities:

- Configured Time and Labor module for usage of the time entry system using both Time Clock and Time Collection Devices using Kaba Timeware software.
- Developed integration of time collection devices using XML messages to upload time entries from Kaba software into PeopleSoft.
- Configured T&L module TRC's, Workgroups, Schedules, Tasks, and Installation of module.
- Integrated Time and Labor module with Payroll and setup Time Administration process.
- Completed Time Collection Device setup for integration with Time and Labor and Payroll modules.
- Customized application package for Time Reporting Code functionality.
- Performed technical development and customizations for Time and Labor module implementation.
- Reviewed and proposed changes to Payroll configuration for improved payroll processing.
- Created custom pagelet links for a Payroll home page Dashboard to run processes to produce paychecks.
- Redesigned Payroll process job schedule to be more efficient and reduce process steps and time.
- Improved end-to-end Payroll processes to produce monthly paycheck by making it more efficient.
- Reviewed Base Benefits and Ben Administration configuration and made changes to effectively run Benefits module.
- Cleaned up Benefits tables from previous Open Enrollment event processing. Closed out previous years benefits activity.
- Assisted Benefits department during Open Enrollment processing and troubleshoot all OE production issues.
- Troubleshot Benefits issues with integrations between HR and Payroll departments.
- Created URL links for e-Benefits to broadcast Open Enrollment and Healthcare carrier information to all employees.
- Configured Commitment Control module for line item budgeting of school funding for requisitions, purchase orders, inventory receipts, and vouchers.
- Organized meetings with Finance and HR departments to gather requirements to configure KK module.
- Configured detailed ledgers, ledger groups, budget calendars, KK trees, budget definitions, BMC checking process, chartfield editing template, combination definitions, rules, groups, ledgers, and build combination request.
- Wrote sql scripts to troubleshoot KK issues between Financial departments.
- Configured new chartfields for budgeting in HR and Finance and ran processes to create them.
- Setup financial tree and commitment control budget definitions for ledgers.
- Planned fund consolidation process for charter schools and set up chartfield inheritance.
- Added new chartfields to account string and setup combo editing process across modules.
- Worked with end users to plan rollout AM and Contracts modules.
- Created custom SQR reports for GL, AP, PO, HR, Payroll modules.
- Developed nVision reports for Budgeting department funding for schools.
- Developed custom SQR's for Colorado Department of Education(CDE) reporting.
- Refined Procurement Card process using Approval Workflow Engine setup.
- Managed and configured PO Reconciliation process to close vouchers, purchase orders, and requisitions.
- Developed Document Scanning process for all departments using PeopleTools custom objects.
- Managed PO Rollover process to balance the GL and open the Purchasing department for ordering.
- Managed Requisition, Purchase Order, Inventory Receipts, and Voucher cleanup processes in preparation of the PO Rollover process being run. Defined cut-off points and fully tested solution prior to running in production. Documented the entire process.
- Configured PeopleSoft to perform PO Rollover process automatically. Replaced manual cleanup process with an automated PO Rollover process. Rolled forward purchase orders into new fiscal year.
- Redesigned Security and Workflow processes and activated email capabilities for all modules.
- Managed and completed an HCM upgrade from 9.1 to 9.2, PeopleTools 8.51 to 8.53.
- Completed setup of PeopleSoft Test Framework and administered training to end users.
- Performed daily research & resolutions for reported ticket issues across all modules.
- Managed PeopleSoft Query Training for all employees and created training documents.

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Clerk of DeKalb County Superior Court, Decatur, GA

10/2012 – 12/2012

Roles: Sr. Technical Consultant/Project Manager/Business Process Design

Project: Oracle R12 and Case Management System Technical Assessment

Market: State and Local Government

Responsibilities:

- Created a project charter to outline the process and requirements of the assessment.
- Formulated a project plan to create timeline and track tasks of the assessment.
- Created an assessment management team and conducted departmental staff interviews.
- Completed a Technical Assessment of the Superior Court Clerk's Office internal systems.
- Instituted best practices approach with identifying deficiencies and gaps.
- Reviewed technical statistics of technical assets for infrastructure, operating systems, collaborative systems, business applications, and workflows.
- Worked with IS Department to gather technical server data for analysis.
- Identified technical issues that caused system slowness across the county-wide systems.
- Researched email server outages and resolved down time issues.
- Reported findings and solutions to project stakeholders on a weekly basis.
- Proposed modern technical solutions to the Clerk to improve systems and business processes.
- Completed and delivered a Final Report of the technical assessment to the Clerk's Office.

Chicago Public Schools, Chicago, IL

06/2012 – 10/2012

Role: Sr. Technical Consultant/Project Manager

Project: PeopleSoft HCM 8.9 Data Validation/Data Cleanup/Development/Production Support

Modules: Core HR, Payroll, Benefits, Time and Labor

Market: K-12 Education

Responsibilities:

- Reviewed configuration of HR, Payroll, Benefits, and Time and Labor modules to ensure that setup was complete and up to par prior to creating custom data validation program.
- Created the Statement of Work document and managed project scope and technical tasks.
- Designed and executed custom data validation application engine program using PS delivered CI's.
- Managed the Data Cleanup process for HR, Payroll, Benefits, and T&L departments.
- Wrote and ran custom data validation report to identify data issues to management.
- Identified data integrity issues and assisted client with resolving them.
- Analyzed Security Administration setup and created a user training manual.
- Designed custom objects using PeopleTools for interfaces and modifications.
- Developed custom components, pages, records, fields, and menu for modifications.
- Involved in daily activities related to production support issues from critical to low level bug fixing and analysis of technical issues toward resolution.

University of Texas, Dallas, TX

03/2011 – 06/2012

Role: Sr. Technical Consultant/Functional Business Analyst

Project: PeopleSoft HCM/FSCM 9.1 Stabilization and Redesign

Modules: Core HR, NA Payroll, Time & Labor, Absence Management, Benefits, ESS/MSS, AP, PO, GL, AM

Market: Higher Education

Responsibilities:

- Reviewed Payroll, Absence Management, Benefits, HR, and Time and Labor configuration to provide corrective actions to UTD to repair failed processes.
- Worked closely with business process owners to provide technical assistance to redesign broken end-to-end processes.
- Reviewed the configuration of employee Payroll Deductions, Pay Calendars, running of the Payroll process (from Pay Calendar, Pay Sheet/Unsheet, Pay Calculation to Pay Confirm/Unconfirm).
- Managed the effort to investigate setup issues related to North American Payroll broken processes and Prepared Technical Specifications for the required customizations.
- Made changes to earning codes, established pay groups, modified deduction tables and configured retro-pay business process within Payroll module to process employee payee data.
- Reviewed all Payroll Paycycle tables using sql scripts to fix failed payment process, Unconfirmed paycycle and cleaned data to restart failed process.
- Completed changes to payroll setup for payroll calculation and confirmation processes.
- Setup direct deposit, payment advice, and pdf form process using XML Publisher reporting processing by configuring the PDF Paycheck and Advice Form process for employee viewing in Self-Service.
- Created and delivered a checklist to effectively process both semi-monthly and monthly Payroll processes.

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- Created an Excel-to-CI program to upload manual checks into Payroll using the PSHUP_TXN table.
- Reviewed the configuration of Core HR set up tables and provided a Final Configuration document to UTD.
- Developed custom application engine and SQR program to remove orphaned records and perform cleanup of the Contingent Worker process.
- Designed application engine programs to load data in Personal Information, Position Data and Job Data components.
- Designed and developed a new Application Engine program with custom Component Interface to enter new effective date rows for all Active employees in the JOB component.
- Reviewed Time and Labor configuration and provided a Final Configuration document to UTD.
- Completed T&L configuration changes to installation table, time periods, calendars, TRC categories, Programs, and Codes, Task Elements and Profiles, Work Schedules and Groups, and rounding rules.
- Reviewed the Absence Management configuration and provided a Final Configuration document to UTD.
- Managed cleanup effort with Absence Management team to gather business requirements to re-configure the inoperable system.
- Fixed the GPPDPRUN cobol program as it broke during the initial production run of AM.
- Created a testing defect logging system which was managed properly and efficiently toward a successful AM rollout.
- Developed a custom Absence Management interface to load time taken and entitlements from a spreadsheet into PeopleSoft Absence Management for viewing in Self-Service.
- Created an end-to-end process to perform absence balance calculations in PeopleSoft Absence Management, Time & Labor, and Payroll modules.
- Supported and mentored technical development team with custom development of objects.
- Reviewed the Base Benefits configuration and provided a Final Configuration document to UTD.
- Created a custom SQR program to load external Open Enrollment employee Benefit elections and to process them within PeopleSoft Benefits Administration.
- Created a custom SQR program to Refund Payments with ACH file for Benefits Billing.
- Designed custom pages and application engine programs to fix DBBR balances and process deduction refunds to the PSHUP_TXN table for further Payroll processing.
- Created new SQR Programs to update Annual Base Salary, and to add new Benefit programs, Plan, Plan Types and automated Benefit Admin Process.
- Developed Interfaces for Payroll, such as Deduction Calculation: this SQR generates deduction codes for each employee's benefit plans elected for that particular year; these deduction codes are used by the payroll department to process (Benefits Billing Process) the pay of employees
- Managed the customization process of deductions, additional pay, and direct deposits.
- Provided technical support across all modules for HCM, Financials, and Campus Community applications.
- Configured Integration Broker messages and developed Inbound/Outbound services.
- Customized PBS and WFS sync messages in HCM and integrated with Finance and HECH systems.
- Developed custom pages in Campus Solutions that will allow Users of the Admissions, Student Financials, Financial Aid, Student Records modules to enter file archive information.
- Developed interface program to create student Term Activated records in Campus Solutions from the STARS database for the Spring, Fall, and historical terms.
- Provided query training to all end users in Payroll, AM, T&L, and Core HR departments.
- Managed system testing for interfaces, custom processing, and delivered processes to calculate absence balances.
- Setup PeopleSoft Testing Framework in a Development environment to automate test scripts that tracked business processes for testing upgrades, patches, and bundles.
- Configured Comp Rate Code table to apply FTE to compensation rate for Commitment Accounting and Budget and Encumbrances.
- Created an end-to-end process to produce 1099's for Employee Tax reporting to the government.
- Developed SQR program to create an Emergency Notification Alert listing for the UT RSAN file system.
- Developed custom SQR program to FTP HECH(Higher Education Constituent Hub) file from main UT campus to UT Dallas.
- Gathered business requirements for FSCM modules and created functional/technical specification documents for customizations.
- Customized the Positive Pay, Paycycle, and Bank Reconciliation payment processes for FTP payments sent to the Bank.

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- Configured Integration Broker to dispatch Purchase Orders to vendors via application messaging.
- Developed custom nVision and Query reports to assist GL with daily/monthly balancing.
- Customized the AMIF1000 program for Asset Management, converted asset balances into AM, developed Mass change template definition to process assets, and setup business unit to control asset processing and integrations with other PS modules.

Montgomery County, Rockville, MD

05/2010 – 02/2011

Role: Technical Lead, Functional Lead

Project: PeopleSoft HCM 9.0 Implementation /Oracle 11g Implementation

Modules: Core HR, Payroll, Benefits, Pensions, Security Administration, and Workflow

Market: State and Local Government

Responsibilities:

- Managed functional users with gathering business requirements to create technical designs,
- Reviewed configuration documents to create functional and technical specification documents.
- Configured Single Signon process in PeopleSoft application and wrote custom PeopleCode to interface with IBM Tivoli product for sign on process.
- Modified Linux system file settings to complete configuration between Tivoli and PeopleSoft sign on.
- Developed data conversion programs to convert legacy system HR Employee and Pension Retirement data using PeopleTools objects.
- Created custom application engines, component interfaces, records, sql, peoplecode, and fields to produce data from staging tables into Core HR and Pension tables.
- Developed custom application engine programs to interface Employee Data and Pension Payroll data for daily synchronization from Oracle into PeopleSoft. Used OBIEE as middleware to send data feeds from source to target systems.
- Developed custom application engine programs to interface Pension Retiree Payroll data for daily synchronization from PeopleSoft into Oracle. Used OBIEE as middleware to send data feeds from source to target systems.
- Developed extensions from RICE documents to integrate the Oracle 11g and PeopleSoft 9.0 systems.
- Developed Cost of Living Adjustments(COLA) calculations to produce adjustments and report changes per employee using custom PeopleCode, components, pages, records, fields, and report.
- Developed Self-Service page and custom application engine process for the Employee Retirement System for viewing normal and early retirement dates. Created custom components, fields, menus, pages, records, sql, peoplecode, process definitions, and security to complete the extension request.
- Wrote custom SQR programs to calculate AFE for retirements.
- Wrote custom SQR reports to produce daily interface results between the two systems.
- Wrote Data Mover scripts to import/export Pension configuration.
- Modified Pension cobol programs to perform correct calculations for the client's Pension module.
- Setup Security Administration and custom Workflow for Approval Framework and email notification in PeopleSoft HCM 9.0 for all users. Created training document for client.
- Applied application fixes from Oracle to update the system to current patch level.
- Performed PeopleTool object migrations from source to target instances.
- Performed Unit, System, Parallel, Integration, and Pre-Production Testing of all completed technical RICE document requests.
- Completed all knowledge transfer documentation to be used as a guide for supporting the application in the future.

City and County of San Francisco, San Francisco, CA

05/2009 – 08/2009

Role: Data Conversion Lead, Functional Analyst

Project: PeopleSoft HCM 7.5 to 9.0 Upgrade

Modules: Core HR, North American Payroll, Time & Labor, Benefits

Market: State and Local Government

Responsibilities:

- Managed Data Mapping process and coordinated with functional leads to complete the process.
- Managed weekly management meetings to keep data conversion project tasks on schedule.
- Organized discovery meetings with project personnel to gather pertinent data information to fulfill conversion requirements.
- Responsible for managing the entire data conversion effort while also managing third-party data conversions and communications with the vendors to prepare data for converting into the PeopleSoft database.
- Completed Conversion Approach, Strategy, Plan, and Test Plan documents and received sign-off from client.
- Ran Setup Manager to automatically configure all functional modules.
- Wrote custom SQR programs to retrieve conversion database data and upload to spreadsheets reflecting the associated module tables.

Aaron Whincop

PeopleSoft Technical Management Consultant

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University of Alberta, Edmonton, Alberta Canada

09/2008 – 05/2009

Role: Technical Consultant, Functional Analyst

Project: PeopleSoft FSCM 8.9 Redesign

Modules: Accounts Receivable, Billing, Contracts, Grants, Projects, General Ledger, Commitment Control

Market: Higher Education

Responsibilities:

- Reviewed functional and technical specification documents and develop best technical approach toward redesigning failing processes from a previous bad project implementation.
- Worked with functional team to design and implement new business process issues and document them to correct the broken processes.
- Worked with functional team to analyze current module configuration and then to reconfigure all Financial modules to tailor them to the redesign model. Created workbooks per module to deliver to the client.
- Advised and instituted the use of 'SpeedCodes' on pages to increase processing times for users.
- Created and executed many sql scripts to cleanup bad data from broken and failed business processes and batch processes.
- Designed custom component interface programs to perform the Customer data conversion effort.
- Modified and developed record and page PeopleCode for Bill to Customer Bill Plan process to prevent prospect customer to be the "Bill to Customer" on active bill plans.
- Developed a custom Billing Interface Batch Update process to perform an update to the Last Number used from the interface tables. The CA_TO_BI Billing interface process retrieves last assigned interface ID from Installation table.
- Modified and implemented additional field change for Chartfield 1 to capture the Grant Sponsor data initiated by Project Costing to improve and streamline financial reports.
- Researched and identified PeopleSoft fixes, bundles, and patches that were applied to the environment.
- Performed Performance Tuning of all PeopleTools and Database objects.
- Resolved Effective Date issue during Generate Award process for rates.
- Modified Indirect Cost Recovery allocation monthly process to comply with the Canadian GAAP rules.
- Improved the Billing Interface to allow 2 contract lines to be linked to one billing plan where revenue plan is set to 'Billing Manages Revenue'.
- Enhanced the Professional Data Group to track data details using the PI PIN, PI Eligibility, and PI fields to meet UofA business requirements.
- Corrected the custom Budget Load process that loads the project budget table in Grants from a spreadsheet.
- Completed development of extensions for RICE documents for External Reporting, Invoice Formats, Attachment Management, Chartfield Inheritance, External Grants Security, Funding Distribution, HR Interface Employee Data, HR Interface, Populate Project Chartfields, and Project Chartfield Attributes link.
- File layout programs were developed to load data into tables. PeopleCode events were developed for customizations and custom SQR reports were written for invoices and indirect costs allocations.
- Created a custom home page for UofA to access Proposals, Awards, and Projects business process pages more quickly. Administered Security to users to access the home page.
- Created custom SQR programs to produce Billing Invoices and Claim Statements.
- Designed custom queries for Cash Based Projects and Grants.
- Resolved Bugzilla issues for enhancements, customizations, interfaces, and reports.

Department of Transportation, Sante Fe, NM

03/2008 – 09/2008

Role: Project Manager/Technical Lead

Project: PeopleSoft FSCM 8.9 Redesign

Modules: Accounts Receivable, Billing, Contracts, Grants, Projects, General Ledger, Asset Management, Inventory, Purchasing, and Commitment Control

Market: State and Local Government

Responsibilities:

- Responsible for managing the Project budget and resources. Created the project charter and plan.
- Managed weekly status meetings of technical and functional consultants.
- Performed technical assessment for the system issues with the Cost Collection and Allocation processes for Projects and Federal Billing.
- A review and analysis of the configuration of GL and Commitment Control was completed and feedback provided which suggested configuration changes to aid in external audit.
- Cleanup scripts were written and processed in cleaning up broken commitment control processing from requisitioning, ordering, receiving, and vouchering.
- An analysis of failed Billing/Accounts Receivable/Project Costing/GL business process was completed and steps were proposed to resolve bank deposit receivable issues.
- Completed researched of AR/Billing Invoice Processing errors and produced cleanup solution originating in the Billing module.

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- Completed research of the Grants module Award Generation errors and documented the issue and findings. Provided a solution which involved making a configuration change on the Award Setup Definition.
- Created a rollback procedure for ARUPDATE error process. The fix delivered a sql script process to remove bad data from AR tables to prevent further processing to the GL.
- Documentation was provided to provide education and training to end users to follow toward a correction of the business process redesign.
- Presented a FHWA Reinstatement Plan that reviewed short and long term tasks for FHWA reimbursements.
- Gathered requirements from Right of Way Asset Management system and assisted with data mapping to perform conversion program.
- Identified reporting requirements and developed reports for the asset conversion.
- Assisted with finalizing Project Costing configuration document with setting up analysis types for fund distribution for estimated costs, budgeted amounts, actual costs, and billed costs.
- Performed system analysis and advised NM DOT to redesign troubled allocation business processes.
- Documented a complete Allocation setup framework to get the functionality working. NMDOT used the document as a guide to successfully getting Allocations to work for Federal Billing.
- Production Support of several technical issues was resolved within the PeopleTools 8.49 system relating to all PS modules.
- Solution designs were presented to streamline technical setup to increase system performance and reduce mishaps.
- Completed technical documentation to request for sql or code changes to be implemented by NMDOT.
- Report redesigns were completed to produce correct balances to be reported to NMDOT and the Federal Highway department.
- Provided training, knowledge transfer, and documentation of all new changes made to the business processes and technical code.

Solbourne Inc, Boulder, CO

10/2007 – 03/2008

Role: Project Manager/Database Installer

Project: PeopleSoft FSCM & HCM 9.0 Installation

Modules: All Financial modules and e-Business modules.

Market: Private Sector

Responsibilities:

- Responsible for managing the installation of the Oracle database and PeopleSoft application.
- Installed VMWare server and Windows as the operating system.
- Downloaded all eDelivery PeopleSoft and Oracle media packs.
- Configured the operating system
- Installed DBMS, Web Server, Tuxedo, Crystal Reports, PeopleTools, Financials Application.
- Created the Database and setup PS Database and connectivity.
- Created Demo Data in PS Database
- Setup Configuration Manager, Application Server, PIA, Process Scheduler, Integration Broker
- Tested the installation to ensure all was working fine.
- Created a Development Studio internal lab for PeopleSoft development projects.
- Managed Development Studio technical staff and mentored them for challenging development assignments.
- Managed project personnel on client engagements by performing staffing analysis, utilization rates, revenue costs, burn report, and scheduling of tasks.
- Created project Standards and any Sales Transition exercises,
- Reviewed project steps of readiness, familiarization, elaboration, validation, transition, deployment, internal project reporting, and minutes and training materials prior to managing client engagements.
- Managed project personnel weekly status reports and updated project plan with new status.

Placer County, Placerville, CA

04/2007 – 10/2007

Role: Project Manager/Technical Lead

Project: PeopleSoft HCM 9.0 Upgrade

Modules: Core HR, Time and Labor, Payroll, Benefits

Market: State and Local Government

Responsibilities:

- Responsible for managing the scope of the project and assignment of duties to resources and keeping the project within budget.
- Responsibilities included developing detailed work plans, schedules, project estimates, resource plans, project plan maintenance, assignment and task tracking, project documentation, status reports, and conducting weekly status meetings.
- Created Project Charter document and performed the Kick-Off meeting to Placer County.
- Created Communication, Risk, and Change Management Plan documents.

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- Created project Approach documentation for Conversion, Interface, Modification, Parallel Test, Report, Security, and Production Support.
- Created functional requirements and specifications reflecting custom design, table definition, calculation criteria, test scripts, and report requirements for the upgrade.
- Responsibilities also included managing Strategy sessions to create the Development server requirements, Process Analysis to create Production server requirements, Solution Development to manage the overall effort for development of modifications, reports, interfaces, and conversion programs.
- Reviewed technical specifications, table set up, and custom designs.
- Performed Unit and System testing of customized table and business functionality and performed user testing and identified issues for resolution.
- Managed the technical upgrade for the Oracle Database, Fusion Middleware, PeopleTools 8.48, and HCM modules, and was responsible for completing all deliverables and keeping the project on an established timeline.

Boston Public Schools, Boston, MA

11/2006 – 04/2007

Role: Technical Developer

Project: PeopleSoft HCM 9.0 Implementation
Future Force Project

Modules: Core HR, Payroll, Time & Labor, Benefits

Market: K-12 Education

Responsibilities:

- Analyzed the configuration of FutureForce and evaluated the customizations. Involved in the development and testing of all the HR, Benefits, Payroll and Time & Labor interfaces as a key team player of the Interface team.
- BPS used the Future Force Tool to Create and manage the future year budget through position and line-item budgeting, Create requests for new positions which will integrate with Position Management, Create requests for new line-item budgets for the upcoming year, Create draft job openings which will be integrated with Recruiting Solutions, Manage the Reasonable Assurance process, Monitor the staffing for the future year, Streamline the Excess Pool process, Streamline Bumping & Layoff process, Create data for transfer to the Department Budget Table, and Update data in HCM for future year staffing.
- Responsible for performing the development of assigned objects for the FutureForce project.
- Heavily customized business processes were analyzed in tandem with functional team.
- Developed custom pages for the FutureForce configuration for Data Load for PeopleSoft Financials GL and Chartfield value tables, Average Salary Configuration page, Department, Actual Salary, and Average Fringe Benefit Configuration, Adjustment Configuration page, ePerformance Configuration page, Versioning page, and Future Year Staffing page.
- Developed custom pages, processes, and reports for the Provisional Review Process that automated the non-renewal of a contract for all provisional teachers. A participant page, participant identification process, appointment configuration page, provisional review entry page, provisional review process reports, and review process letters were tested and completed.
- Designed custom page, reports, and queries for the Position Management Integration process to streamline it for creating new positions and updating existing positions in HCM and Budgeting. The FutureForce Planning tool integrates with PeopleSoft Position Management and tracks budgeting information associated with the position.
- Designed custom pages, reports, process, and queries for Recruiting Solutions Integration to confirm new and open positions for the transfer/open hiring process. The feed was to the Recruiting Solutions Online Application tracking system(TAM). A recruiting integration setup page, job opening page, and recruiting solutions synchronization process was developed, tested and completed.
- Designed custom pages, process, reports, and queries for the Bumping and Layoff process that moved teachers to different positions and laid off teachers that were not in funded positions. A main, configuration, personnel ranking staffing, position sorting, exceptions, position staffing, non-teaching staff, query, and reporting page were developed, tested, and completed. Security was administered to assist with providing access to pages for functionality.

Ramsey County, St. Paul, MN

05/2006 – 11/2006

Role: Technical Manager/Trainer/Functional Analyst

Project: PeopleSoft HCM 7.5 to 8.9 Upgrade

Modules: Core HR, Payroll, Benefits, Time and Labor, Absence Management, Security Administration, and Workflow

Market: State and Local Government

Responsibilities:

- Participated in the Fit/Gap Analysis reviewing the business process design, setup and installation tables, schedules, entitlements, takes, types and reasons, entry, approvals, and self service features.
- Reviewed integrations with Payroll for computed absence data for actual payments.
- Reviewed integrations with Time and Labor for computed absence data exports for payable time for cost distribution and to reduce double entry.
- Reviewed Job Data component setup on Payroll page for Absence Management system settings. Created triggers to detect changes in Core HR employee data to recalculate absence balances during AM processing.

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- Defined the AM process by establishing elements and rules within the system. Setup all tables in the Setup HRMS, Product Related navigation menu for Absence Management.
- Setup AM processing using pay entity, group, payee, eligibility group, element group, and elements. Further setup of element types, entry types, and element names.
- Conducted AM training on business process sequence step processing of absence balances. Created training materials and led class consisting on managers, leads, and employees.
- Lead the 7.5 to 8.9 double upgrade planning sessions by comparing double upgrade versus re-implementation methods. Provided lessons learned and pitfalls of doing a 7.5 to 8.9 upgrade.
- Communicated to Ramsey County the advantages and disadvantages of doing double upgrade from 7.5 to 8.8 and 8.8 to 8.9 and reimplementation of 8.9.
- Designed and completed the setup of the Security Administration and Workflow Administration processes and resolved technical issues.
- Responsible for managing the County's Technical Team modification and report development assignments and provided problem solving and education or knowledge transfer to team members
- As a Technical Trainer, responsible for delivery of Workflow and Security Administration Training to the Ramsey County staff for PeopleSoft HCM 8.9.
- Provided guidance and assistance for the data conversion and upgrade efforts from version 7.5 to 8.9. A detailed upgrade/conversion plan was created and followed to success.
- Setup LDAP Directory Server and Directory Interface to use the Active Directory and custom Single Sign on PeopleCode to manage user profiles and authenticate users for a secured sign in process.
- Provided post-Production Support of all technical issues and drafted troubleshooting guides for the Technical Team to refer to for future references.

KLA Tencor, San Jose, CA

05/2006 – 05/2006

Role: Technical Trainer

Project: PeopleSoft HCM 8.9/PeopleTools 8.48.05 Training

Modules: Core HR, Time and Labor, Payroll, Benefits

Market: Private Sector

Responsibilities:

- Prepared agenda outlines, video slides, training guides and real world scenarios to substantiate topics.
- Performed PeopleTools training outlining the differences between the versions with focus on the new tools within Application Designer, Change Assistant, Workflow, Security, Query, Trees, SQR/SQL and Application menus.
- Responsible for providing up-to-date PeopleTools knowledge to the KLA-Tencor Technical Team and key department super users.
- KLA-Tencor was upgrading their PeopleTools version from 8.1 to 8.48.05 and needed an expert to provide feedback on the new changes to help prepare the team for the upcoming tools upgrade.

Children's Hospital of Los Angeles, Los Angeles, CA

06/2003 – 05/2006

Role: Project Manager/Technical Lead/Functional Lead

Project: PeopleSoft FSCM & SCM 8.4 Implementation/Production Support

Modules: PO, IN, AP, GL, AM, PC, GM, and KK

Market: Healthcare

Responsibilities:

- Responsible for managing the technical development assignments for the implementation of PeopleSoft Financials 8.4.
- Provided team leadership for the SCM & Financials modules.
- Responsible for defining CHLA's business processes, consulting on future development, ensuring standards of quality services were upheld, service level agreements were met, and resolving conflicts between CHLA's desired timeline and the resource capacity.
- Organized and conducted client training sessions, developed and monitored the work plan/project schedule, prioritized and tracked open issues, performed risk analysis, and ensured that each team member was performing and meeting deadlines.
- Managed Fit/Gap sessions for PeopleSoft Financials implementation and identified issues and potential re-engineering opportunities based on Cost/Benefit Analysis.
- Managed the functional and technical team in data mapping activities converting all data from legacy systems to PeopleSoft.
- Designed data management strategies for conversions and interfaces of vendors, customers, banking, catalog, and financial information.
- Worked with the GL manager in planning and setting up the business units, tablesets, trees, and ledger templates for journal processing.
- Assisted with month and year-end closes by assisting the GL manager with balancing reports, data cleanup, and reconciling balances with other financial departments.

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- Created reports for auditors and worked with the staff on implementing recommended changes.
- Created and documented 1099's for state, local, and federal vendor returns and sent the file to the IRS via web.
- Troubleshot interface issues between the AP module and AM/GL/PC & Commitment Control.
- Worked closely with the Asset Management manager in creating the business unit, booking entries, depreciation methods, profiles, and conversion of legacy data.
- Trained the IT staff on asset processing and how assets are created from internal interfaces from various departments(PO/IN/AP/PC).
- Wrote custom queries to reconcile purchase order-to-receiving-to-voucher transactions.
- Worked with the PO/IN/AP managers to setup matching rules and resolve budget exception issues.
- Trained users on creating requisitions using Grants Management and documented custom processes.
- Managed the technical team daily Development and Production Support efforts and organized status meetings to discuss issues and upcoming events.
- Reviewed the client's current reports to determine if the delivered PeopleSoft reports fit client reporting requirements.
- Worked with third party vendors to resolve technical/functional interface issues.
- Performed system administration duties and migrated PS patches, maintenance packs, and bundles for code changes and upgrades and implemented a Change Control procedure to handle and track migrations.
- Performed unit and system testing of these changes before implementing them into production.
- Performed extensive data cleanup duties for all modules as a result of end user broken processes.
- Assisted with the creation of Policies and Procedures documentation to redesign broken business processes for more efficient data processing.
- Developed various interface programs to move data from Legacy Systems to PeopleSoft database.
- Worked on development and modifications to PeopleSoft Objects such as records, pages, components, and menus to meet the requirements of the client.
- Added new translate values, PeopleCode, Pages and Menus for all modules.
- Modified and created SQR's, scheduled them using Process Scheduler and developed reports using Crystal, PS/Query, and nVision.
- Developed Inbound/Outbound Interfaces and processing procedures for processing inventory replenishment requests and for financial reporting in the General Ledger into PeopleSoft Tables.
- Worked on Application Designer to develop Run Control Pages and Menu customizations, developed new process definitions and attached to PeopleSoft system.
- Developed Business Interlinks for all modules and Used Application Engine for batch processing that processes large amount of data without user intervention.
- Developed test plans and executed the plans to test Pages and SQR's. Coordinated with developers, users and testers to improve the quality of PeopleSoft application.

PeopleSoft Inc, Pleasanton, CA

12/2002 – 06/2003

Role: Technical Developer, Functional Analyst

Project: PeopleSoft Pre-release FSCM 8.0 Testing

Modules: All Financial Modules

Market: Private Sector

Responsibilities:

- Responsible for assisting with development and testing of the PeopleSoft Web Client software.
- Executed Financials, Distribution and Manufacturing application Testware on the Web Client.
- Worked with PeopleTools 8.0 developers with developing Application Designer objects and used Debugging procedures.
- Tested the functionality of Business InterLinks, Application Messaging, Integration Tools, Internet Client, Reporting, Security, and Business Components for PeopleTools 8.0.
- Attended the PeopleTools 8 Delta Course at PeopleSoft University to assist instructor with delivering technical information to the participants.
- Lead the configuration of the hardware/software administration of the test lab team and wrote comprehensive Testware, including test plans, requirements and cases that met the critical business processes.
- Reported testing incidents to developers and prepared an analysis of the problem for repair.
- Coordinated testing with e80 Corporate Sales Support and Internet Client using the Internet Explorer browser to conduct PeopleTools Web Client 8.0 Testware exercises.
- Tests were performed and completed and were Unit and System tested for performance and validity prior to being released and cut to CD.