

# United Arab Emirates Jobs Expertini®

## Oracle HCM Functional Consultant

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Company: Efforts Solutions IT - Sole Proprietorship LLC

Location: Abu Dhabi

Category: computer-and-mathematical

As an Oracle HCM Functional Consultant, you will play a key role in implementing, configuring, and supporting Oracle Human Capital Management solutions. You will collaborate with clients to understand their business needs, provide expertise in HCM processes, and ensure successful deployment of Oracle HCM modules. This role requires a deep understanding of HR processes, strong analytical skills, and the ability to translate business requirements into effective Oracle HCM solutions.

Responsibilities:

Requirements Gathering:

Collaborate with clients to understand business processes and HR requirements.

Conduct workshops and interviews to gather detailed functional specifications.

System Configuration:

Configure Oracle HCM modules based on business requirements.

Customize and optimize system settings to meet client needs.

Implementation and Deployment:

Lead the implementation of Oracle HCM solutions, ensuring successful deployment within scope, schedule, and budget.

Provide end-to-end support during the project lifecycle.

### Testing and Quality Assurance:

Develop and execute test scripts to validate system functionality.

Conduct system testing, integration testing, and user acceptance testing.

### Training and Documentation:

Provide training to end-users and key stakeholders on Oracle HCM modules.

Create comprehensive documentation for implemented solutions.

### Support and Maintenance:

Provide ongoing support for Oracle HCM applications post-implementation.

Troubleshoot and resolve issues related to HCM modules.

### Continuous Improvement:

Stay current with Oracle HCM updates and releases.

Propose and implement continuous improvements to enhance system performance and user experience.

### Qualifications:

#### Education:

Bachelor's degree in a relevant field (e.g., Human Resources, Information Technology).

#### Experience:

5+ years of experience as an Oracle HCM Functional Consultant.

Proven track record of successful Oracle HCM implementations.

#### Technical Skills:

In-depth knowledge of Oracle HCM modules, including Core HR, Payroll, Talent Management, and Benefits.

Experience with Oracle Cloud HCM is highly desirable.

#### Communication:

Excellent communication skills with the ability to interact effectively with clients and cross-

functional teams.

Strong presentation and training skills.

Problem-Solving:

Analytical mindset with the ability to troubleshoot and resolve complex issues.

Proactive problem-solving skills.

Certifications:

Oracle HCM certifications are a plus.

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