Benjamin Goubly
PeopleSoft Consultant

Benjamin has over nine years of experience in all phases of implementation including requirements gathering, design, development and production support of PeopleSoft HCM applications. He has a strong knowledge and experience in PeopleSoft v8.8 through v9.1.   His areas of expertise include PeopleSoft Global Payroll, Absence Management, Human Resources and Time & Labor. Benjamin has excellent analytical, troubleshooting and problem solving abilities. He has functional Human Resources, Time and Labor, Absence Management and Global Payroll as well as strong technical Global Payroll and Absence Management development experience.

Professional Experience

PeopleSoft Enterprise HCM 9.1
Healthcare – Hackensack University Medical Center
Feb 2013 – June 2013

- **Human Resources, Absence Management:** Benjamin held the role of Absence Management consultant on a PS 9.1 support phase for Hackensack University Medical Center (HUMC). Benjamin helped support the live PeopleSoft 9.1 environment. Benjamin worked closely with the Benefits and Payroll teams to respond to identified issues in the system, validate and then troubleshoot to pinpoint the potential problem in the in the PeopleSoft environment. Benjamin was responsible for documenting these identified issues and share these details with the PeopleSoft Developer. Benjamin was also responsible for creating and running reports using SQL extracts and Excel for full testing of all the results in the environment for each identified issues and shared these with the end users for their validation.

PeopleSoft Enterprise HCM 9.1
Commercial – CBRE
Feb 2013 – June 2013

- **Absence Management:** Benjamin held the role of Absence Management consultant on a PS 9.1 implementation and support phases for CBRE. Benjamin helped support APAC live countries in PeopleSoft 9.1 environment (Singapore, China, India, Korea). Benjamin also gathered requirements, configured and rolled out of two new countries for APAC (Hong Kong, Taiwan) in the PeopleSoft environment.

PeopleSoft Enterprise HCM 9.1 Implementation
Governmental – Miami-Dade County
May 2012 – Oct 2012

- **Absence Management, Time and Labor:** Benjamin held the role of Absence Management and Time and Labor consultant on a PS 9.1 pre-implementation phase for Miami-Dade County. Benjamin worked closely with the Legacy Payroll Technical Team to review the Legacy system and create a data mapping matrix of all fields and when possible identify PeopleSoft fields and records. Benjamin also worked with the Legacy Payroll team to extract and document all existing rules in the legacy system and categorize in which modules the rule would be handled in PeopleSoft. Benjamin also created Absence and Time and Labor rules and built a sample framework with MDC specific data and requirements and demonstrated the capabilities to the technical team as well as HR and Payroll users.

PeopleSoft Enterprise HCM 9.1 Upgrade
Commercial – Bloomberg LP
May 2011 – May 2012

- **Human Resources, Global Payroll:** Benjamin held the role of HRIS Global Payroll consultant on a PS 8.8 to 9.1 upgrade for Bloomberg LP. Benjamin joined during the UAT phase of the project. Benjamin helped identify the new functionality differences for the GP UK module, as the client had done no prior fit/gap. Benjamin worked closely with the Payroll and the R&D team to research and close incidents during UAT as well as Parallel Testing. Benjamin prepared all Go Live Validation checks and comparison prior to releasing the environment to the users, and then provided post go-live support for the functional team with any issues occurring in production.

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PeopleSoft Consultant

PeopleSoft Enterprise HCM 9.0
Governmental –
Belgian Federal
Government
Sep 2010 – May 2011

- **Absence Management:** Benjamin held the role of Senior Absence Management consultant on a PS 9.0 implementation for the Belgian Federal Government. Benjamin joined during the development phase of the project. Benjamin led 3 fellow developers, trained them on specific Abs Mgt functionalities when needed and ensured of good rules development standards. Benjamin ensured the cleanup and validity of the overall framework and migration of elements in preparation for Integration Testing. Benjamin wrote several hundred test scripts and ran peer test scripts for integration testing prior to User Acceptance Testing. Benjamin also provided customer training, support and defect resolution throughout the User Acceptance Testing and worked with the interface team on the Absence Balances conversion strategy.

PeopleSoft Enterprise HCM 9.0 Tools
Commercial –
Morrisons
Aug 2010 – Sep 2010

- **Human Resources, Base Benefits:** Benjamin held the role of Human Resource and Benefits consultant on a PS 9.0 implementation for a major U.K. Supermarket chain. Benjamin participated in the "Define" phase of the project. The Define phase includes requirements gathering, defining business processes as well as fit/gap analysis documentation, issues logging and resolving when applicable.

PeopleSoft Enterprise HCM 8.8 PTools Upgrade
Commercial –
CitiTrust
Jul 2010 – Jul 2010

- **Human Resources, Global Payroll:** Benjamin held the role of Human Resource and Global Payroll consultant on a PS 8.8 PeopleTools Upgrade from 8.44 to 8.49. Benjamin was responsible for any troubleshooting and providing support for any issue encountered by the users during User Acceptance Testing in order to prepare and insure of a successful Production deployment. Benjamin also helped modify and debug some existing previous SQR Payroll reports and making updates for new business needs as well as provide some help doing migrations of Global Payroll PIN Packagers between Environments.

PeopleSoft Enterprise HCM 8.9 Implementation
Non-governmental
Organization –
UNDP
Sep 2007 – Oct 2009

- **Human Resources, Global Payroll, Absence Management, Base Benefits:** Benjamin held the role of Human Resource and Global Payroll consultant on a PS 8.9 implementation for a Non-governmental organization in order to process the International Professionals category of employees within PS HCM. Benjamin was responsible for the configuration, development and testing, conversion data cleanup and verification as well as user training. Benjamin also worked on all documentations, unit test scripts as well as OnDemand end-user training materials for Global Payroll, Absence Management and Human Resources. Benjamin participated in the planning and execution of several parallel payrolls prior to go-live, as well as creation of queries for data quality assurance and continuous user support after go-live, including debugging of hr/payroll issues as well as fixing erroneous elements under short time constraints.

PeopleSoft Enterprise HCM 8.9 Implementation
Non-governmental
Organization –
UNDP
Apr 2007 – Sep 2007

- **Human Resources, Global Payroll, Absence Management, Base Benefits:** Benjamin held the role of Global Payroll consultant on a PS 8.9 implementation for a Non-governmental organization in order to process a set of Contingent Workers within PS HCM. Benjamin was responsible for the configuration, development and testing as well as user training. Benjamin also worked on all documentations, design document, configuration document, unit test scripts as well as OnDemand end-user training materials for Global Payroll, Absence Management and Human Resources. Benjamin participated in eight Country Offices successful go-live as well as provided production support and creation of queries for data quality assurance and user support. Benjamin also worked on creating a user documentation package and streamlined process for additional country offices implementations.

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PeopleSoft Consultant

PeopleSoft Enterprise HCM 8.9 Implementation
Commercial – Vale INCO
Aug 2006 – Mar 2007

- **Global Payroll:** Benjamin held the role of Global Payroll consultant on a PS 8.9 implementation for a Global Mining corporation. Benjamin was responsible for the requirements gathering, design, configuration, development and testing as well as user training. Benjamin also ensured that any customary and regulatory requirements for New Caledonia were fulfilled. Benjamin also worked on all documentations, design document, configuration document as well as several unit test scripts for Global Payroll. Benjamin also worked in testing the system and debugging any potential issues that may be caused.

PeopleSoft Enterprise HCM 8.9 Implementation
Commercial – EDS (through Oracle)
Mar 2006 – Aug 2006

- **Global Payroll:** Benjamin held the role of Global Payroll consultant on a PS 8.9 implementation for a "Template" virtual global organization. Benjamin was responsible for the installation, configuration and testing of Global Payroll Country Extensions (CEs) for France as well as Mexico. Benjamin also ensured that any customary and regulatory requirements for each country were fulfilled. Benjamin also worked on all documentations, design document, configuration document as well as several hundred unit test scripts for Global Payroll CEs. Benjamin also worked in conjunction with the DBA to install Bundles 3&4 for Global Payroll.

PeopleSoft Enterprise HCM 8.9 Upgrade Fit/Gap
Federal Government
Jan 2005 – Feb 2006

- **Human Resources, Global Payroll, Absence Management, Time and Labor, Benefits Administration:** Benjamin participated in the effort and successfully completed a fit/gap analysis for a Country that was upgrading from version 8.8 to version 8.9. Benjamin was responsible for retrofitting old customizations to be replaced by new functionality and defined and developed business process changes required in version 8.9.

PeopleSoft Enterprise HCM 8.8 Implementation
Federal Government
Jan 2004 – Dec 2005

- **Global Payroll:** Benjamin held the role of Rules Developer of the PeopleSoft Global Payroll Technical Development team. Benjamin analyzed, researched, documented, prototyped, prepared demonstrations, and presented PeopleSoft functionality to partner team members. Benjamin was responsible for analyzing and documenting the fit/gap analysis for HCM functionality.

Skills Summary

PeopleSoft Enterprise Human Capital Management Applications

- Human Resources
- Global Payroll / Absence Mmgt
- Recruit Workforce
- Base Benefits

- Benefits Administration
- ePay
- Time and Labor

Databases

- Oracle 8i
- DB2 OS390/UNIX

- MySQL

Hardware & Operating Systems

- Windows

- Mac OS X

Programming Languages

- PeopleCode
- SQR

- HTML
- PHP

Engagement Experience

- Applications Development
- Fit/Gap Analysis
- Testing
- Configuration

- Business & Technical Process Reengineering
- End User Training

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Other Accomplishments

Education

- BS in Management Marketing/Mgt of Information Systems, Tulane University, New Orleans

Training

- PeopleSoft Global Payroll
- PeopleSoft PeopleTools (I & II)
- Integration Tools
- PeopleCode
- PeopleSoft Intro to HRMS
- Cognos PowerPlay
- Quest software Stat
- Actuate eReport Designer Pro

Languages

- French, read, write, speak – Native
- Spanish, read – High proficiency; write, speak – Moderate proficiency
- Italian, read, write, speak – Moderate proficiency