

Benjamin Goubly

PeopleSoft Consultant

Benjamin has over four 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 and v8.9. 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 and Global Payroll as well as strong technical Global Payroll and Absence Management development experience.

Professional Experience

**PeopleSoft
Enterprise HCM 8.9
Implementation**
Non-governmental
Organization -
UNDP

- **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

- **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.

**PeopleSoft
Enterprise HCM 8.9
Implementation**
Commercial - INCO

- **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

- **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

- **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

- **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
- Recruit Workforce
- Base Benefits
- Benefits Administration
- ePay

Databases

- Oracle 8i
- DB2 OS390/UNIX
- MySQL

**Hardware &
Operating Systems**

- Windows NT
- Windows 2000/XP
- Mac OS X
- Red Hat Linux

**Programming
Languages**

- PeopleCode
- SQR
- HTML
- PHP

**Engagement
Experience**

- Applications Development
- Fit/Gap Analysis
- Testing
- Configuration
- Business & Technical Process Reengineering
- End User Training

Other Accomplishments

Education

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

Training

- PeopleSoft Global Payroll
- PeopleSoft PeopleTools (I & II)
- 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