

# Benjamin Goubly

## PeopleSoft Consultant

Benjamin has over seven 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, Absence Management and Global Payroll as well as strong technical Global Payroll and Absence Management development experience.

### Professional Experience

- PeopleSoft Enterprise HCM 9.1 Upgrade**  
Commercial –  
Bloomberg LP  
May 2011 – Present
  - **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.
- 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.

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**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.

**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.

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## PeopleSoft Consultant

### Skills Summary

#### PeopleSoft Enterprise Human Capital Management Applications

- Human Resources
- Global Payroll / Absence Mgmt
- 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

#### Programming Languages

- PeopleCode
- SQL
- 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)
- 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