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Education

# MBA, Quantitative Analysis, Fairleigh Dickinson University

BS, Business Management, Fairleigh Dickinson University

Experience

1999 -Present Independent Consultant

Recently completed at a medical devices manufacturer in the Tampa area, the definition phase for iRecruitment as part of a Global implementation involving 14 countries and 24 modules. . Conducted demonstrations for the recruiters. Worked with super users to define requirements and wrote detailed specifications for the technical team. Helped produce test scripts for Conference Room Pilot. Set up system for Conference Room Pilot.

Engaged at an energy company in Houston (Chenier Energy) implementing a full suite of Oracle products including Core HRMS, Manager Self Service, Employee Self Service, I-Recruitment, ADP Connection, GL, AP, FA, Projects etc. Project run by Wave Consulting and also included interfaces to third party benefits providers. Duration of project was 4 months.

Engagement with a paper company spun off from a parent (Neenah Paper). Responsible for configuring Core Human Resources and implementing Employee and Manager Self Service. Project run by Perot Systems and includes a full suite of financials and manufacturing. Project also included outsourced payroll and benefits and numerous interfaces to third parties. Also involved in OTL rules definitions for the technical team. Duration of project was 4 months.

Engaged at an Energy company in Houston, TX (Panhandle Energy) as the HRMS project lead. Responsible for integrating acquired organization into operational system by changing processes and converting to corporate standards. Part of a major financial suite integrated project including General Ledger, Accounts Payable, Accounts Receivables, Payroll and Advanced Benefits. ‘Go Live’ date of 1-JUN-2005 was made within budget and schedule. Duration of project was 8 months.

Engaged at a defense contractor in St. Louis (SEI, Corp) as part of a full suite of Manufacturing, Financials and Hr/Payroll with Advanced Benefits. Lead business process workshops, trained core team members, defined future state HR/Payroll business processes (57 HR process, 25 Payroll processes), configured HR/Payroll modules to meet the needs of the customer, assisted in the design of the conversion of legacy Payroll (HR:M) and Human Resources (TeamUp) and conducted 2 Conference Room Pilots (CRP’s). Duration of the project was 8 months.

UHHS in Cleveland Oh implementation of Manager Self Service. We were implementing Version 5.0 with the latest OA Framework. Project cancelled before established ‘Go Live’ date due to budget requirements. Duration of project 2 months.

Worked with the Interface team at 7-Eleven Corp in Dallas, Tx. Conducted walkthrough’s and developed functional specifications on over 40 interfaces to and from Oracle HRMS/Payroll to existing legacy systems and other third parties. Duratin of the project was 2 months.

3-month engagement for Atlanta area investment company. Produced EEO-1 report, implemented PTO (Paid Time Off) and SSHR (Self Service Human Resources) and also implemented Electronic Time Reporting (ETR) utilizing Oracle Time and Labor. Documented all processes and created ‘step-by-step’ training guides. Trained end users and resolved outstanding product issues.

HR team lead on a multi-product Oracle Release 11i implementation for NetSales Corporation in Overland Park, Kansas. Project was run by Cap Gemini/Ernst and Young and staffed with CGEY consultants for Accounts Payable, General Ledger, Projects, Accounts Receivable, Purchasing and Fixed Assets. Rapid implementation using Oracle and CGEY tools. HR live in 21 days with enough data to support Accounts Payable. Completed implementation in 9 weeks in spite of 35% reduction in force during project. Company went out of business in 2001.

Naval Facilities Engineering Command (NAVFAC) in Washington, DC as the HR Lead on a project implementing competencies for the command using Manager and Employee Self Service. We upgraded the Oracle base HRMS to release 11i and rolled out the product, including Self Service Assessments with workflow approvals to the IT community throughout NAVFAC. Additionally, configured Oracle Training Administration (OTA) to be used by various portions of NAVFAC to handle internal enrollments, track licenses and identify manpower shortages for NAVFAC. Duration of the project was 18 months.

Multi-product Oracle implementation as the Human Resource Product expert for a not for profit organization, the Robert Wood Johnson Foundation in Princeton, New Jersey. System included Board members, Trustees, and Consultants as well as employees. Converted from manual processes to Oracle Human Resource system including recruitment, employee activity, standard benefits and payroll interface to outsourced (ADP) provider. Alerts, custom reports and integration with Organization Charting software was also completed. Pictures of staff were included in the database as a security measure and used for employee badges. Duration of the project was 12 months.

Integrated Oracle HR/Financials implementation as the HR product specialist for a high-tech start up, Digital Broadcast Network (DBN) in Kansas City, Missouri. The project was run by KPMG and staffed with KPMG consultants for Accounts Payable, General Ledger, Fixed Assets, Purchasing and Accounts Receivable. I brought the HR system into ‘limited production’ in 21 days. Live processing for all Phase I activities and numerous Phase II activities was accomplished in 60 days. Company went out of business in 2001.

1994--1998 ORACLE Corporation Senior Principal Consultant

I lived in Madrid, Spain and implemented Oracle HR for internal use. Implemented Spain, Italy, Germany, Holland, France and Sweden all in local languages on Release 11.

I implemented the Oracle Training Administration module for a telecommunications organization, Viag Interkom in Munich, Germany. The implementation was in German and included 1000 Training Activities and 3000 Training Events. Trained German nationals in how to use the system.

I was the HR consultant for an international toolmaker implementing a full suite of ORACLE applications. Brought the HR system into ‘limited production’ (required HR fields and data to support AP and Purchasing) in 45 days. Full HR production was accomplished in 75 days using the Rapid Implementation Methodology and included retirees, applicants and standard benefits.

Led the functional and technical teams that implemented a global HRMS (US and Ireland). The implementation included over 25 sites and more than 7,000 employees. Numerous custom reports and Alerts were created along with a subsystem developed to process disciplinary actions and commendations.

1992-1994 RAM Mobile Data (BellSouth) Project Manager

I specialized in the installation and user training of wireless email and other wireless products. Major project included Wake County (NC) Sheriffs Department, City of St. Petersburg (FL) Sanitation Department and Georgia Dome wireless Point of Sale terminals during Atlanta Falcons home games and Super Bowl XXVIII.

1990-1992 Independent Consultant

I had various assignments including developing a users guide for MARTA (Metropolitan Atlanta Rapid Transit Authority) and specialized payroll tax consulting for BSI, a payroll tax service also located in Atlanta.

1986-1989 HBO and Company Financial Products Program Manager

I was the interface between HBO and several software companies (Integral Systems, Global Software, Nomad) providing HR/Payroll, Financial and report writing software. I was also responsible for all implementations and conducted sessions at HBO and partner user meetings.

1978-1985 Management Science America (MSA) HR Product Design/Support

I performed national and international implementation support activities for the HR/payroll system; designed, developed and produced the first internal benefits statement and converted clients from manual or ‘homegrown’ systems to the vendor supplied product.

1972-1978 Information Science (INSCI) Consultant/Project Manager

I was involved in the design, management and implementation of custom payroll, personnel, benefits, profit sharing and pension systems. I implemented the first bilingual HR system (French/English) in Montreal, Canada (1976) and consulted with Fortune 500 companies in the design and production of benefit statements in compliance with ERISA regulations.

HonORS AND AWARDS

Eagle Scout, Boy Scouts of America

Centennial Olympic Games (Atlanta 1996) Transportation Volunteer

USA Today ‘Road Warrior’

ORACLE Consultants Choice (Peer Award)

ORACLE Consultant of the Month (Management Award)

ORACLE Quality Club