

JOSE AEDURU

Lead Oracle Cloud HCM Consultant | Oracle Recruiting (ORC) | Core HR | Techno-Functional

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PROFESSIONAL SUMMARY

Lead Oracle HCM consultant with 14+ years across EBS and Fusion Cloud programs and six full-lifecycle implementations. Combines Core HR and Recruiting delivery with hands-on integration, reporting, security and Redwood work. Leads distributed teams through design, testing, cutover and production support, with recent AI Agent Studio pilot delivery.

SELECTED RESULTS

- Reduced salary-change processing from a full working day to about 30 minutes with bulk HDL loads.
- Led Core HR and Oracle Recruiting rollout across four business units, followed by Redwood migration.
- Validated a DEV1 requisition-advisor pilot with seven guidance checks and an unauthorized-user access test.
- Reconciled 4,304 direct Oracle Cloud privilege records and validated zero duplicate mapping rows.

CORE EXPERTISE

Core HR, Oracle Recruiting Cloud, Journeys, Learning, Compensation

Oracle Integration Cloud (OIC), REST/SOAP, HCM Extracts, HDL/HSDL, Fast Formula

BI Publisher, OTBI, SQL, role security, Redwood, Visual Builder Studio, AI Agent Studio

PROFESSIONAL EXPERIENCE

Lead Oracle Cloud HCM Consultant

Aug 2025 - Present

Pace Suburban Bus | Remote

- Own Core HR and Recruiting configuration, production support, quarterly update assessment and Oracle/vendor escalation as the account's sole Oracle HCM consultant.
- Replaced individual salary updates with bulk HDL loads, reducing processing time from a full working day to about 30 minutes.
- Built and validated an AI Agent Studio requisition-advisor pilot in DEV1, passing seven guidance checks and an unauthorized-user access test.
- Configured background-check person DFFs and Redwood business rules in Visual Builder Studio; deployed and validated the HireHonest fields in DEV1.
- Enhanced a 14-column BI Publisher assignment-change report with previous/new managers and workforce attributes, and verified the Excel test output.
- Defined WEX outbound requirements and delivery design using HCM Extracts, Fast Formula, BI Publisher/eText and SFTP, with documented mapping and validation dependencies.

Lead Oracle Cloud HCM Consultant

Jun 2024 - Jul 2025

Fortive | Remote / Texas

- Led Core HR and Oracle Recruiting rollout across four business units, coordinating HR, IT and onshore/offshore delivery teams.
- Managed the Responsive-to-Redwood migration, personalization changes and regression testing across Core HR and Recruiting.
- Delivered HireRight background-screening and survey integrations, plus OTBI and BI Publisher reporting for recruitment and onboarding.
- Owned candidate-to-hire design, release readiness and hypercare; coordinated resolution of onboarding, UI and interface defects.

JOSE AEDURU

Oracle Cloud HCM Consultant

Senior Oracle Cloud HCM Consultant

Nov 2019 - May 2024

Deloitte USI

- Led fit-gap workshops and configuration reviews across Core HR, Recruiting, Payroll, Compensation, Benefits, Learning and Talent.
- Managed onshore/offshore teams of five to ten consultants through delivery planning, testing and workstream handoffs.
- Built OIC integrations using REST, SOAP and SFTP for HCM, ERP and vendor data exchange.
- Configured multi-country enterprise and workforce structures, compensation foundations, and Learning and Talent processes.
- Led SIT, UAT, cutover and hypercare; produced design workbooks, interface mappings and test evidence.

Oracle Cloud HCM Consultant

Sep 2016 - Nov 2019

Tata Consultancy Services

- Delivered multi-country Core HR, Talent, Compensation, Absence and Payroll configuration for a global manufacturing client.
- Led HDL conversion, including legacy mapping, load validation, exception resolution and cutover reconciliation.
- Developed date-effective OTBI/BI Publisher reporting, BPM approvals and role-based security for the client's HR processes.

EARLIER EXPERIENCE

Senior Oracle Cloud HCM Techno-Functional Analyst

Jun 2015 - Sep 2016

Satva Solutions

- Developed Fast Formulas and supported Taleo-to-Cloud talent conversion, security configuration, testing and knowledge transfer.

Oracle HCM Business Analyst

Apr 2012 - Jun 2015

Growel Softech

- Supported EBS-to-Cloud requirements, conversion and testing; developed SQL and PL/SQL reporting and Fast Formulas for HR operations.

SELECTED PROJECT WORK

EBS to Cloud security mapping | 2026

- Reconciled 4,304 direct Oracle Cloud privilege records in an EBS-to-Cloud security workbook; validated zero duplicate mapping rows and retained unmapped exceptions for review.

EDUCATION

Bachelor of Technology | Jawaharlal Nehru Technological University, India

CERTIFICATIONS

Oracle Global Human Resources Cloud Implementation Professional

Oracle Talent Management Cloud Implementation Professional

Oracle Benefits Cloud Implementation Professional