

**RE-ADVERTISEMENT**

**EXTERNAL ADVERT**

<b>LOCATION:</b>	<b>CENTURION</b>
<b>DIVISION:</b>	<b>ESS</b>
<b>REPORTS TO:</b>	<b>PROGRAMME MANAGER</b>
<b>NATURE OF EMPLOYMENT:</b>	<b>5 YEAR FIXED TERM</b>
<b>TOTAL COST TO COMPANY:</b>	<b>MARKET RELATED</b>

**[ORACLE HCM CONSULTANT]**

**PURPOSE:**

To design, implement and deploy software for applications in the Oracle HCM suite. Analyse business requirements for Oracle HCM projects, recommend enhancement for optimal performance and provide application support.

**AREAS OF RESPONSIBILITIES:**

The key performance areas of the role will focus on, but not limited to:

<b>CATEGORY</b>	<b>KPAs</b>
Oracle Functional Support	<ol style="list-style-type: none"> <li>1. Provide functional support to end-users, at 2<sup>nd</sup> and 3<sup>rd</sup> line level.</li> <li>2. Supporting and optimizing the Core HCM platform including HR Core, Payroll, Recruitment, Learning and Development, etc.</li> <li>3. Provide specific support for month-end and year-end activities.</li> <li>4. Provide on the job training to end users.</li> </ol>
Functional specific design and implementation	<ol style="list-style-type: none"> <li>1. Plan, lead and actively participate in the design, configuration, and testing of the solution.</li> <li>2. Write business requirement documents and other functional and technical documentation.</li> <li>3. Identify functional gaps and provide corrective actions to meet the client's specifications.</li> <li>4. Implementation of solutions to streamline business processes and workflows.</li> <li>5. Work closely with business to unpack business requirements.</li> </ol>
System optimization	<ol style="list-style-type: none"> <li>1. Work with HR business process owners and relevant stakeholders to translate business requirements to technology solutions.</li> <li>2. Prioritise and implement enhancements.</li> <li>3. Plan and perform various tests (integration and system testing).</li> <li>4. Work with the business analysts and developer in converting the business solution into technical designs.</li> </ol>

	5. Identify functional gaps and provide corrective actions.
Projects	<ol style="list-style-type: none"> <li>1. Actively participate in all IT projects forming part of the transformation agenda.</li> <li>2. Lead the HCM stream during project implementation.</li> <li>3. Ensure that project deliverables meet customer expectations.</li> <li>4. Support project team in developing reports, tables, fields, data interfaces and application extensions.</li> </ol>
Documentation	<ol style="list-style-type: none"> <li>1. Create and manage appropriate documentation relating to creation of user manuals, FAQs, system changes, test scenarios, test conditions, test scripts, etc. Ensure functional/technical specifications are aligned to the EA.</li> </ol>

### MINIMUM REQUIREMENTS

- B Degree/B Tech
- 08 years relevant experience
- Oracle Certification on Cloud or EBS

Please email your CV and a one (1) page letter of motivation to [careers@tcta.co.za](mailto:careers@tcta.co.za).

For enquiries, please contact Sebenzile Mtshiyi at [smtshiyi@tcta.co.za](mailto:smtshiyi@tcta.co.za)

**TCTA's approved Employment Equity Plan and Targets will be considered as part of the recruitment process. As an Equal Opportunities employer, the organisation actively encourages people with various disabilities to apply.**

**If you have not been contacted within 30 days after the closing date, please accept that your application was unsuccessful.**

*All appointments shall be subject to competency assessment.*

**Closing date for applications: 29 May 2023**

**UNITY – GROWTH – EXCELLENCE – INTEGRITY - RESPECT**