Global RMS Programme

Improving the way we work together

Context

Driven by FAO's strategic objectives, the Global Resource Management System (GRMS) Programme is replacing FAO's current administration system. The programme is upgrading the Oracle eBusiness Suite from 11i to release 12 and implementing additional eBusiness Suite components; replacing the current travel system and Field Accounting System; introducing International Public Sector Accounting Standards (IPSAS); and introducing a number of other business process improvements.

The corporate Oracle systems are currently available in HQ and the five Regional Offices. The new Global Resource Management System will, for the first time, be rolled-out to all FAO offices worldwide, with more than 5,000 users in over 100 locations.

A phased approach is taken to the global deployment, starting at HQ and the regional offices in November 2012, followed by the field offices during the first half of 2013.

Duties and Responsibilities

The Organisation is looking for business, functional and technical consultants who can strengthen the project mainly during the User Acceptance Testing and Deployment phases, but also post-deployment when further improvements will be developed, tested and implemented. Functional and technical consultants should have significant experience in at least one of the below Oracle EBS Release 12 modules/areas:

Financials:

- Purchasing
- Accounts Receivable
- Cash Management
- Accounts Payable
- General Ledger
- Fixed Assets

Human Resources:

- Human Resources
- Advanced Benefits
- iRecruitment
- Performance/Talent Management
- SSHR-Personnel Actions
- Payroll/Payroll Costing
- Learning Management

System Administration and Core Products:

- Approval Management Engine
- System Administration
- Functional Administration (including Personalization)
- User Management
- Workflow Administration

The exact terms of reference of the assignments will depend on the needs of the project at the time and are likely to include the following:

- Unit, integration and user acceptance testing

- Support of data conversion, cutover and deployment of the GRMS solution

- Oracle ERP system architecture, planning, management

- Preparation of procedures, user-training materials

- Design and development of functional/technical manuals

- Oracle applications system administration and user profile management (security/authorization) of Oracle ERP software.

- Customization/report/interface/data conversion development

- Design and execution of templates and procedures to meet IPSAS compliance requirements

- Leading work packages and proactively defining approach, plan and deliverables

Requirements

Familiarity with PRINCE2 and AIM methodologies, experience with the United Nations or another international organization's financial policies and procedures is desirable, while experience in an upgrade project from R11 to R12 would be an asset.

Excellent working knowledge of English is required.

Business Analysts

- University degree and professional experience in business analysis and reengineering processes in public sector contexts and, particularly, in Finance, Procurement Services, Human Resources and implementation of IPSAS Standards.

- Relevant experience with similar ERP implementation programmes and/or other large projects. Experience in analysis, design and documentation of business processes and procedures, preparation of project documentation and training material, planning and organization of cut over activities and support to data migration and cleansing activities.

- Experience in Oracle and R12 is desirable.

Functional Analysts

- University degree and professional experience in ERP implementation projects, preferably Oracle and R12, in particular in the areas/modules listed above.

- Experience with Human Resources, payroll and/or accounting information systems, including requirements elicitation, business analysis, functional specifications generation and cut over activities.

- Involvement in upgrade projects from Oracle R11 to Oracle R12 would be an asset.

System Architects

- University degree and several years of experience in Oracle and R12 implementations and in upgrade projects from Oracle R11 to Oracle R12,

- Experience with Oracle ERP system architecture: overseeing the design and implementation of complex system interfaces and integration points. This involves writing documents, preparing plans and progress reports, and coordinating with all project stakeholders.

- Excellent analytical and management skills.

<u>Technical Analysts</u>

- University degree and several years of progressively responsible professional experience in the area of system design and development.

- Technical knowledge and experience of Oracle and R12, with similar experience in ERP activities and/or other large projects, human ressources, payroll and financials implementations, design of reports, interfaces and customisations, SQL and PL/SQL, data migration, data modelling and ETL, patching, tuning and upgrade, definition and design of interfaces.

- Knowledge and experience of UNIX operating system and working knowledge of the following tools:

  - Oracle Application Framework
  - Oracle Business Intelligence
  - Oracle Forms
  - Oracle Report Builder
  - Oracle Workflow Builder
  - PL-SQL Developer

  - HP Quick Test Professional
  - Oracle SQL Developer Data Modeler
  - Oracle JDeveloper
  - Oracle Workflow Builder
  - Oracle XML Publisher
  - HP Quality Center/Application Lifecycle Management

<u>Assignment Leaders</u>

- University Degree and at least 3 years experience in senior roles in ERP implementation projects with strong project management and leadership skills, and excellent communication and presentation skills.

- Experience of implementing, IT-enabled business changes and in producing high quality documentation and deliverables; experience in coaching, mentoring and motivating project team members.

- Ideally, experience of implementing global ERP implementation projects within the United Nations or similar organizations.

Additional Information

Assignments are short-term and will vary in duration from three to eleven months.

Location of consultancies: FAO HQs, Rome, Italy.

How to Apply

All applications are to be made through our iRecruitment system. Only online applications will be considered. To apply, please register in iRecruitment, complete your account details and apply for this vacancy. Click on the link below to access the iRecruitment Guidelines for Applicants and to apply to the vacancy. After applying you will receive an automatic confirmation of receipt of your application.

To apply visit the iRecruitment website at **http://www.fao.org/employment/irecruitment-access/en/** and complete the online application. In order for your candidature to be properly evaluated, please ensure to complete the online application in all sections.