



**Food and Agriculture Organization
of the United Nations**

CALL FOR EXPRESSIONS OF INTEREST ERP – Technical Analyst (Human Resources)

Contract duration: **11 months**

Vacancy No. **IRC3575**

Deadline for Applications: **25 September 2016**

Tasks and responsibilities:

In the context of the CIO plan of work, in coordination and under the supervision of the Team Leader the incumbent will focus on an integrated HCM solution and will perform various activities including review HR processes, document and analyze new requirements; design solutions based on Oracle R12 HR functionality; document changes and gaps; inform management of potential benefits, costs, and change impact to existing to environment (policies, processes, procedures and system functionality);

Role

The ERP Technical Analyst – HR is 1) a technical specialist, designing, building, implementing and maintaining modifications to the GRMS ERP system, based on business requirements; 2) a technical knowledge expert, providing solid knowledge and guidance of Oracle ERP technology principles and best practices; 3) a level 3 support agent, addressing technical and product issues and requests not resolved by the first two levels support staff. The knowledge is applied to manage and resolve incidents and problems as well as design and implement new changes for the GRMS system.

Functions / Key Results Expected

- Design, build, implement and maintain further GRMS application customizations and reports based on Oracle eBS technology stack to meet business requirements using established development standards;
- Provide Oracle eBS technical expertise and Level 3 support to end users;
- Handle and provide solutions for technical incidents and application service requests and work with application vendors to resolve issues;
- Work in conjunction with functional specialists in the implementation of change requests related to custom RICEFW/CEMLI components built in the GRMS system analyse, review, and alter custom RICEFW/CEMLI components to increase their efficiency;
- Develop and maintain System Documentation in AIM/OUM format for custom RICEFW/CEMLI components built in the GRMS system. Provide application support for the GRMS interfaces in the production environment;
- Actively participate in testing to validate if the implemented features meet requirements.

Expected Outputs:	Required Completion Date:
<ul style="list-style-type: none">• Technical documentation (MD070) delivered as per agreed plan	<ul style="list-style-type: none">• As per TOR

<ul style="list-style-type: none"> • Installation documentation (MD120) delivered as per agreed plan • Technical artefacts delivered and installed in test environment as per agreed plan 	
<ul style="list-style-type: none"> • Provision of regular status reports to team leader on progress of work 	<ul style="list-style-type: none"> • Weekly/Monthly/Quarterly
<ul style="list-style-type: none"> • Timesheet reporting 	<ul style="list-style-type: none"> • Daily

Candidates should meet the following requirements:

Minimum Requirements

Academic Qualifications

- University degree in computer science, business, engineering, information management or related discipline.
- Professional qualifications and relevant work experience may be accepted in lieu of university degree in exceptional circumstances;

Technical Competencies and Experience Requirements

Competencies:

- Ability to communicate easily and well with both technical and non-technical staff at all levels.
- Working knowledge of English;

Required technical knowledge, skills and experience:

- Detailed knowledge in technical design, development, maintenance and support of Oracle eBS based enterprise scale solutions;
- Very good understanding of the E-Business Suite technical architecture and infrastructure (preferably release 12);
- Ability to troubleshoot complex issues, test system patches and upgrades, conduct regression tests on Oracle ERP R12 based custom RICEFW (Reports, Interface, Conversion, Enhancements, Forms and Workflow)/CEMLI (Customisation, Extension, Modification, Localization, and Integration) components;
- In-depth understanding of the Oracle EBS R12 data model; HR modules (Core HR, Payroll, iRecruitment, OTL, Advanced Benefits, Self-Service Human Resources)
- Strong expertise in the following areas:
 - Oracle SQL/PL/SQL
 - Unix, HTML, Java, J2EE Framework
 - Oracle Developer Tools 9/10g
 - Oracle Business Intelligence Enterprise Edition (OBIEE)
 - Oracle BI Publisher
 - Oracle Workflow, OAF, ADF
 - Oracle System Administration
- Expertise in designing, building and testing Oracle Reports, BI Publisher Reports, Oracle workflows, application extensions, interfaces with external systems, Oracle Forms, OBIEE reports.
- Strong understanding of information security and secure coding techniques; Strong analytical and quantitative skills; Familiarity with ITIL is highly desirable.

Desirable technical skills and experience

- A minimum of five years of progressively responsible experience in the implementation and operational support for Oracle eBS based enterprise scale solutions, preferably with more than two years' experience in Oracle eBusiness Suite Release 12;
- Experience in integration and data migration efforts in an enterprise environment;
- Experience implementing Web-Services in eBS environment;
- Experience working with Oracle's middleware platforms, XML and/or integration solutions and related tools in an Oracle environment is desirable;
- Experience in configuring relevant ERP modules;
- Oracle related certification/courses.

Selection criteria

- years of experience
- field of work and area of speciality
- education
- language
- assessments through interview

Additional Information

Payment conditions: the daily honorarium will be paid monthly on when-actually-employed basis and will be defined depending on relevant qualifications and work experience up to within a range from 210 USD to 290 USD.

Schedule of work: The incumbent will be required to work and be present on the premises during the standard office hours of the duty station (from 8.30 till 17.00 for HQ), unless otherwise agreed with the supervisor. The working time will be reported in the internal timesheet system.

FAO seeks gender, geographical and linguistic diversity in its staff and international consultants in order to best serve FAO Members in all regions.

All candidates should adhere to FAO values of Commitment to FAO, Respect for All and Integrity and Transparency.

How to apply

All applications are to be made through FAO's [**iRecruitment**](#) system. Click on the link below to access [**iRecruitment**](#), complete your online profile and apply for this Call for Expression of Interest.

[**http://www.fao.org/employment/irecruitment-access/en/**](http://www.fao.org/employment/irecruitment-access/en/)

In order for your application to be properly evaluated, please ensure that all sections of your iRecruitment account are completed. Incomplete applications will not be evaluated.

Applications received after the closing date will not be given consideration. Only short listed candidates will be contacted

If you need help, or have queries, please contact: [**iRecruitment@fao.org**](mailto:iRecruitment@fao.org)