

Leonardo Ariel Salatino

PeopleSoft Certified Technical Consultant



Personal & Contact Data

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Cover Letter

I have been working with PeopleSoft products since 2007. Nowadays I'm increasing my experience on Oracle-PeopleSoft releases from 8.9 to 9.2, and on Bullhorn cloud platform.

On 2020 I started to work with cloud technologies, on ERP and CRM solutions such as Bullhorn, Oracle-NetSuite and Salesforce.

I'm graduated in Informatics Engineer at the University of Buenos Aires, Argentina, on December 2011.

I develop myself as a technical leader with personality and a strong strategic vision. I have interpersonal skills and the ability to communicate efficiently, encouraging teamwork. I work directly with the client, functional resources, and the project manager.

I have a good experience with development and the technology PeopleSoft tools. As a consultant, I have implemented several PeopleSoft modules; and I have been working on the development of new features and functionalities for existing modules.

I have worked on-site in different cities such as London and Manchester, United Kingdom; San Diego, USA; São Paulo, Brazil; and Buenos Aires and Rosario, Argentina. Always in important projects related to post-production support, upgrades, and implementation of new enhancements.

My strengths include capability for decision-making, good analytical skills for effective problem solving, quick learning and job dedication.

My mother tongue is Spanish, but I'm also advance in English and beginner in Portuguese.

I'm willing to work remotely from Argentina with trips to location when the project needs it.

Education

University of Buenos Aires

Title: **Informatics Engineer**

Graduated on December 2011

Equivalent in USA: Bachelor of Computer Science (B.S.), graduate degree, 6+ years

Salesforce Trailhead

May to Jul 2020

Earned more than 71 badges and 80,000 points on several modules and projects.

Finished Superbadges: Process Automation Specialist, Apex Specialist, Data Integration Specialist, App Customization Specialist

EF (Education First) – International Business School Hult

Title: **EF Level 12 – Upper Intermediate – CEFR Level B2**

January 2017

University Language Centre – University of Buenos Aires

Title: **Regular Portuguese 2 – Basic**

December 2013

Professional Experience

Technical Architect

Bullhorn One

CRM, ATS, Pay/Bill

7 months

Implementation / Production Support

- Bullhorn One implementations on several projects/clients:
 - Internal Data Resources (Healthcare industry)
 - LeaderStat (Healthcare industry)
 - Healthcare Support Staffing (Healthcare industry)
 - PEAK Technical Staffing (Staffing industry)
- Bullhorn One configuration:
 - Entities, fields, and layout configuration. Setup on ClientCorporation, ClientContact, Opportunities, Leads, Candidates, Jobs, Placements, Time and Expense, Education, Work History, Billable and Payable Charges, Invoices, etc.
 - Other environment setups such as Earn Codes or Pay and Bill configurations such as WFR settings.
 - User entitlements and menu access.
 - Other Bullhorn Admin console configurations done on Corporations or Private Labels
- Data conversion from Bullhorn Back Office (BBO) to Bullhorn One.

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- Data analysis and data mapping from BBO to BHOOne
- SQL scripts to insert/update/manage ClientCorporation data. Creating Invoice Terms, Billing Profiles, Locations and Sales Tax Groups.
- Also converting Placement data into new BHOOne such as Placement Rate Cards, Time and Expense, and other Placement data.
- Other data conversions on Candidates/Employees and Contacts.
- Other BHOOne configurations through API or SQL scripts: Delivered Calendar, General Ledger Accounts and Segments, Custom Objects
- Canvas reports:
 - Gross margin reports using Billable and Payable Charges as input.
 - Payroll extract reports to use as source on EmployDrive, PayCor, and other 3rd party systems. Setup and report construction.
 - Commissions report. Complex report with gross margin calculations and splits by recruiters and sales managers for each Placement. Customized logic for each earning code, expenses, bonus, etc. Spread amounts with different tiers and commissions rates.
 - Payroll reconciliation reports with different logic for each client.
- Created Custom Objects to store additional data for each client.
- Production support to massively fix data issues; updates on reports.

Technical Architect

Phyton - LevelUp

Bullhorn One

CRM, ATS

1 month

Staffing industry
Implementation

- Migration from Avionte databases to Bullhorn One
- Data analysis, mapping, and conversion on Candidate (Bullhorn) and Applicant (Avionte).
- Migration of all main data, Education history, Work history, Resumes, EEO data, Referrals, Skills, other custom data.

Technical Architect

Cross Country Healthcare

Bullhorn CRM

CRM

5 months

Staffing/Healthcare industry
Implementation

- Did the configuration on field mappings for the different CRM entities.
- Mass data upload using Bullhorn Data Uploader on Companies, Contacts, Leads, Opportunities, Notes, Tasks and Appointments. Data conversion from three different sources (Erecruit and Definitive HC), data manipulation through excel formulas and finally upload into Bullhorn from csv.
- Logic customization on Bullhorn Opportunity page to load data from other entities using field and page interactions.
- Constructed a REST interface to pull data from 3rd-party source using REST API and pushing data into Bullhorn using delivered Bullhorn API. The server side is developed in TypeScript and based on Express framework, deployed on AWS Elastic Beanstalk; the client side is built using the framework Angular 10 and deployed on AWS Storage S3 with CloudFront.
- Created custom menu item in Bullhorn linked to the client side of the interface; used Novo elements and Angular 10 to have the exact same Bullhorn's look and feel.
- Worked on SQL Server scripts to create backup tables, convert data, and create a full data removal script to refresh Bullhorn environments.

Technical Architect

Internal Demo Product

Oracle-NetSuite – Bullhorn CRM

CRM, Staffing

3 months

Staffing industry
Implementation

Customizations on Oracle-NetSuite:

- Constructed a brand new module for Staffing. Created fields, records and forms for Time Reporting Code, Job Order, Placement/Assignment and the Assignment's sublists: Rate-sheet and Shift-sheet.
 - Created different form's paths for Temporary and Permanent assignments.
 - Customizations on delivered Customer and Timesheet records to contain custom fields with values coming from Assignment or Job Order.
 - Developed several SuiteScripts 2.0 to apply functionalities on Job Orders, Assignments and Timesheets; using different NetSuite functions such as Field Changed, Save Record, or Page Init
- Bullhorn to Oracle-NetSuite interface:
- Created REST triggers in Bullhorn that send new/changed entities to an interface where data is processed, and then integrated into Oracle-NetSuite through delivered NetSuite API for Customers, Vendors, Contacts and Address entities.
 - Used Amazon Web Services (AWS) to deploy the interface on an Elastic Beanstalk serverless solution, logging through CloudWatch.
 - Developed the interface using TypeScript on NestJS framework. Created Jest unit tests for the complete application.

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AMN Healthcare

5 years, 6 months (10/2014 to 04/2020)

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PeopleSoft FSCM HCM v9.2 – PeopleTools v8.54, v8.55
Staffing, Pay/Bill, TL, AR, AP

Healthcare industry
Implementation, Production Support

- Technical research and design on new enhancements. Time effort estimations. Customer Support.
- Customizations on Records, Pages, Components, Application Packages. Complex logic highly customized.
- Created simple and complex BI Publisher reports (Staffing (FO), Contracts (CA), Billing (BI), Payables (AP), Receivables (AR), Project Costing (PC) always tying out with Ledger (GL)). Also used PS Query on other reports.
- Several new pagelets for Billing and Project Costing in Customer and Employee portals.
- Created new and customizations on standard AWE. Implemented AWE functionality with multi-level approvals, resubmissions, reassignments, and approval monitor.
- Several customizations on the Accrual process that runs on all data from the entire company.
- On-site in San Diego, USA; Production, SIT and UAT support on HCM and FSCM.
- Tools upgrade 8.54 to 8.55
- Custom processes using Application Engine on TL, FO and Pay/Bill.
- Developed complex interfaces using Integration Broker (SOAP) and Component Interface. Outbound and inbound integrations with Salesforce through Tibco middleware. SQLs to extract data from 3rd parties.
- Adaptation of custom pages into Fluid UI.
- Customizations on big delivered processes such as ARUPDATE job with pre and/or post steps.
- Performance Tuning in different financial processes and pages. Logic and SQL tuning.
- Phire application to migrate and build projects.

Peoplesoft Technical Consultant

Norwegian Cruise Line

PeopleSoft HCM v9.2 – PeopleTools v8.53 v8.56

HR Core, Recruiting, Benefits, North America Payroll

1 year, 3 months

Cruise industry
Production Support

- Issue solving on several modules on Pages, Components, BI Publisher and SQR reports, Application Engine and SQR interfaces.
- Customizations on Fluid pages. Creation of new Fluid Menues, Pages, Tiles and Dashboards.
- Technical research and design for new enhancements and interfaces. Development and debugging on each interface.
- Customization of SQR reports and outbound interfaces.
- Configured new Smart HR Templates for hiring employees. Customized this delivered functionality through custom Application packages.
- Re-implemented old SQR interfaces into new Application Engine processes that interacts with third party systems.
- Implementation of Alert framework, setup of processes and workflows.

Peoplesoft Developer

Adecco

PeopleSoft HCM v9.1 – PeopleTools v8.53

Global Payroll, Absence Management, HR Core

2 year, 3 months

Staffing industry
Production Support

- Worked in the technical research, design document and time effort estimations for new enhancements.
- Customized Records, Pages, Components, Application Engine and Component Interface related to Global Payroll processes and Absence Management.
- Developed enhancements on several BI Publisher reports on Global Payroll; such as paycheck reports, balances, or complex salary receipts in an environment with 100+ companies.
- Implemented from scratch RESTful interfaces with JSON messages to integrate personal and job data with external third-party systems.
- Troubleshooting on Production Support on the HCM Core, Global Payroll and Absence Management modules.

Peoplesoft Developer

Hoscar

PeopleSoft FSCM v9.2 – PeopleTools v8.54

HCM Core, Global Payroll, Time and Labor

2 months

Healthcare industry
Production Support

- Issue solving for the HCM Core of the solution, Time and Labor and Global Payroll.
- Development on several BI Publisher reports on Global Payroll
- Time Admin Rules customizations.

Peoplesoft Technical Leader / Peoplesoft Developer

Laureate

PeopleSoft HCM v9.2 – PeopleTools v8.55

HR Core, Global Payroll

8 months

Education industry
Implementation, Support

- Did time effort estimations for the development of new enhancements.
- Lead technical team that performed the developments of new customizations in the modules HR Core and Global Payroll
- New fluid pages with custom styles and several levels of navigation.
- Created notifications using delivered PeopleSoft Alert Framework.
- Implemented AWE approval processes with complex solutions and customizable approval paths and steps.
- Worked on Production Support on Global Payroll localization for Peru, using BI Publisher.

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Peoplesoft Developer

Inacap

PeopleSoft FSCM v9.1 – PeopleTools v8.53

Expenses, Asset Management

- Worked on customizations in the asset path between Purchase Orders (PO) and Asset Management (AM); and in the vouchers path between Account Payables (AP) and AM.
- Customizations in the AM interfaces to 3rd-party systems.
- Worked on several customizations in the Expenses (EX) module.

3 months
Education industry
Implementation

Peoplesoft Technical Leader

Coto C.I.C.S.A

PeopleSoft FSCM v8.0 v9.1 – PeopleTools v8.20 v8.53

Expenses, Asset Management

- Led the technical team with consultants from consulting firm and from the client. Definition, allocation and management of technical tasks.
- In charge of the re-implementation and upgrade in the PeopleSoft Financials environment from 8.0 (tools 8.20) to version 9.1 (tools 8.53).
- Responsible on monitoring of work schedules with special emphasis on risk management.
- Time and effort estimations for the complete technical project.
- Taught lessons about PeopleTools and all technical tools to client's employees. Created lessons, exercises, tests.
- Worked closely on the team's soft skills.
- Worked as Quality Assurance Manager assigning and coordinating the revisions that the QA team makes to methodology, functionality, technical solutions.

5 months
Retail Sale industry
Upgrade

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Agricultores Federados Argentinos S.C.L.

PeopleSoft HR, FIN, PA, ELM v9.1 – PeopleTools v8.52, v8.53

Several Modules

- Led the technical team (15 consultants) during implementations of HRMS, FSCM and Portal environments. Definition, allocation, monitoring and closure of technical tasks. Work schedules with special emphasis on risk management. Time and Effort estimations; Functional and Technical designs; proposals of new customizations to the standard functionality.
- Responsible for human resources working on their respective trainings, qualifications, expectations, motivation and efficiency.
- Managed incidents and support tasks in the development, pre-production and post-production stages.
- Worked as Quality Assurance Manager assigning and coordinating the revisions that the QA team makes to methodology, functionality, technical solutions, etc.
- Taught lessons about PeopleTools and all technical tools to client's employees.
- In charge of Portal implementation: Requirement and Specifications gathering; installation and configuration of Production environment; estimation, negotiation and approval obtaining of developments; implementation of several pagelets; construction of functional manuals
- Creation of a new style sheet (with login page) for all PeopleSoft environments based on client's colors, logos, backgrounds.

1 year, 5 months (04/2013 to 09/2014)
Agriculture industry
Implementation

Project Leader

Farmacity

Oracle Fusion HCM v11.5

Fusion Core, Compensation

- Led technical team on research and implementation of interfaces between Fusion Core and Compensation with Payroll external systems.
- Responsible for the definition, allocation and monitoring of each of the technical activities.

2 months
Retail Sale industry
Implementation

Peoplesoft Technical Leader

Enratio Internal Projects

PeopleSoft HRMS v9.1 – PeopleTools v8.52

Several Modules

- Responsible for each person from the technical team in the software factory. Worked closely on the quality of the human component, making early identification and monitoring of the expectations of the team members, analyzing their motivations looking to promote the self-esteem of each of them, and determining the training needed for each one.
- Time and effort estimations of new enhancement. Definition, allocation and monitoring of technical tasks. Resources work schedules.

1 year, 6 months (05/2013 to 10/2014)
IT Consulting industry
Implementation, Upgrade, Production Support

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Itaú Bank

PeopleSoft HRMS v9.1 – PeopleTools v8.52

Benefits, Recruitment

1 year, 1 month
Banking industry
Implementation

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- Responsible of the team that worked on reports development in the Benefits and Recruitment modules, coordinating tasks and providing support to the team.
- Time estimations to send to client.
- Worked in the Quality Assurance of customizations and reports done by the team.
- Implementation of several customizations in the Benefits and Recruitment modules using Application Package and Component Interfaces.
- Created outbound interfaces using Application Engines that sends data to 3rd-party apps that pay/deliver benefits to the employees.
- Worked in several Self Services customizations, used the PeopleSoft Direct Subordination functionality.
- Implemented AWE to many custom components.
- Customer Support. Issue solving on-site on the entire Recruitment and Benefits modules at the pre-production support stage.

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Vital Services Group

PeopleSoft HRMS, FMS v8.8, v9.1 – PeopleTools v8.47, v8.52
Front Office

2 months
Engineering and Construction industry
Upgrade

- Front Office upgrade from version 8.8 to version 9.1, in all functionalities referred to Employees and Applicants.
- Estimations of upgrade developments.
- Customizations reviews, analysis and implementation into new PeopleSoft version. Emphasize on unit test on custom functionalities from old to new version.
- Worked onsite in Manchester, United Kingdom on December 2012.

Peoplesoft Developer

Senac

PeopleSoft HRMS v9.1 – PeopleTools v8.51
Campus Solutions

3 months
Education industry
Implementation

- Implementation of several Campus Solutions customizations.
- Created inbound/outbound interfaces between PeopleSoft Campus Solutions and the PSG system. Used Integration Broker with SOAP XML messages and Component Interfaces to save data on delivered tables.

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Axionlog Cold Solutions

PeopleSoft HRMS v9.1 – PeopleTools v8.51
HCM Core

2 months
Logistics industry
Implementation

- Pre-Production Support, troubleshooting (issue corrections) to the already constructed customs by the team.
- Design and development of new batch processes using Application Engine and Application Package.
- Technical and technological support during go live of the solution.
- Security setup for all PS users.

Peoplesoft Developer

Cencosud

PeopleSoft HRMS v8.0 – PeopleTools v8.22
Workforce Administration, Staffing Front Office

1 months
Retail Sale industry
Production Support

- Implementation of enhancements in HCM Workforce Administration.
- PeopleSoft tools 8.22 and Crystal Reports 8.

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Hays Recruitment Ltd.

PeopleSoft FMS, HRMS, Portal v9.0 – PeopleTools v8.49
Staffing Front Office; Time & Labor; Smartphone

1 year, 11 months (02/2010 to 12/2011)
Staffing industry
Production Support

- Worked on site in London, UK for a couple of months.
- Technical production support to Front Office inbound integration in PS Staffing, using SOAP XML messages.
- Bug tracking, configuration revision, and monitoring of service operations, handlers and routings in Integration Broker.
- Developed new enhancements, in Staffing Front Office Integration module.
- Production support to Timesheets Integration Interface in Time & Labor. This inbound interface receives data from different 3rd-party systems through SOAP XML messages.
- Technical support to SIT and UAT in the “Time & Labor Integration with Smart Phones” project. Issues correction and development of new enhancement.
- Other tools: Application Package, Component Interface, Data Mover, Workflow and Query Manager.
- Performance Tuning in different financial processes and pages. Logic and SQL tuning.

Technical Consultant

GES

Java EE

10 months
Retail Sale industry

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Struts, Hibernate, Spring Implementation

- Personal project. GES is a billing web application that manages Customers, Products, and Invoices information.
- This product implements PeopleSoft characteristics such as effective date, roles and role actions, easy language translation.
- Able to connect to Argentinian Tax Entity's web services in order to present all data to the Argentinian government.
- sed J2EE technology: Java, HTML, Struts 2, Hibernate 5, Spring 2, MySQL community, Jasper Reports, Junit, and Maven.

Peoplesoft Developer
Select Staffing 6 months
 PeopleSoft FMS, HRMS v9.0 – PeopleTools v8.49 Staffing industry
Pay/Billing; Staffing Front Office Upgrade

- Development of several enhancements on Pay/Bill and Front Office modules. Technical and functional documentation.
- Created interface in Integration Broker that receives SOAP XML messages, it is a Component Interface web service based.
- Issues solving in Staffing Front Office module.
- Other tools: application package, application engine, file layout, data mover and JavaScript.

Peoplesoft Developer
Manpower 6 months
 PeopleSoft FMS v8.9 – PeopleTools v8.48 Staffing industry
Accountants Receivables; Billing Upgrade

- Implementation of interfaces on Billing and Accountant Receivables. Estimation, analysis, design, development and unit test of these interfaces. Technical and functional documentation.
- In the inbound interfaces has used File Layout and xml Messages, saved data in PeopleSoft through Component Interface or SQL in Application Engine. The outbound interfaces use SQR and File Layout to write files.

Peoplesoft Developer
Provade 1 year, 7 months (08/2007 to 03/2009)
 PeopleSoft FMS v8.9 – PeopleTools v8.48 Staffing industry
Services Procurement Production Support

- Responsible for analysis, design, development and unit test of customizations. Technical and functional documentation.
- Undertook a complete translation of Services Procurement module from English to Canadian French.
- Technical support to production.
- Taught client's customized module courses, Services Procurement.
- Tools: application package, application engine, component interface, file layout, query manager, data mover and Crystal Reports.

Software Developer
Decidir Brasil 3 months
 Java Production Support

- Worked on enhancements on an inbound interface using Java language and XML.

Software Developer
PampaMail 7 months
 C, PHP, HTML Production Support

- Responsible on the estimation, analysis, design, development and unit test on enhancements on PampaMail system; using C, PHP, HTML, JavaScript languages, the XML-RPC protocol and Ajax.

Skills

PeopleSoft: Technical	Peopletools 8.48 to 8.56, SQL, Integration Broker (SOAP and REST), Component Interface, Application Package, Application Engine, Data Mover, Query Manager (PSQuery), File Layout, Business Intelligence Publisher (XML Publisher), SQR, Workflow, AWE, Crystal Reports, Fluid, Alert Framework, Smart HR Templates, Event Mapping and Drop Zones, Page and Field Configurator, Activity Guide Composer
PeopleSoft: Functional	Staffing Front Office, Services Procurement, Workforce Administration, Time and Labor, Accountants Receivable, Purchasing, Billing, Accountants Payable, Campus Solution, Benefits, Recruiting, Project Costing, Organizational Structure, Basic Compensation, Health and Safety, Multi-Currency, General Ledger, Assets Management, Contracts, Inventory, Order Managements, Travel and Expenses, Treasury, PeopleSoft Portal, Global Payroll & Absence Management, Enterprise Learning Management
Bullhorn	Bullhorn CRM, Bullhorn One, Bullhorn Admin Console, SQL Server, Bullhorn Data Loader, Herefish by Bullhorn, VMS Sync, Bullhorn Time and Expense (BTE)
Amazon Web Services (AWS)	Elastic Beanstalk, EC2 compute, Storage S3, CloudWatch logging, CloudFront, IAM
Full-stack web	NodeJS 10 12, TypeScript, Javascript, Angular 10, NestJS 7, Express 4, TypeORM, Jest, RxJS, Bootstrap 4, Angular Material

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Salesforce	Data Modeling & Security, Field Formulas & Validations, Salesforce declarative tools (Process Builder, Flow Builder, Workflow rules, Lightning Web Components), Apex (Classes/Controllers, Triggers, Testing), Visualforce, Integrations APIs (REST, SOAP, BULK), SOQL, SOSL, Salesforce Mobile SDK, Aura Component, Salesforce DX, Related tools (Data Loader, Workbench, Force.com, Community Cloud)
Soft Skills	Communication Skills, Teamwork, Ability to Work Under Pressure, Decision Making, Time Management, Self-motivation, Conflict Resolution, Leadership, Written and Verbal Communication, Adaptability, Multi-tasking, Solid Organizational, Creativity, Quick Learner, Engagement, Analytical Skills
Programming Languages	PeopleCode, Java (J2SE, J2EE), C, C++, C#, SQL, PHP, JSP, HTML, JavaScript, Perl, Shell-Script, Pascal, Visual Basic, Ada, Erlang, Apex, TypeScript
Data bases	Oracle 12g 11g 10g, Microsoft SQL Server 2000 2008, MySQL 5, Postgres 12 13
Methodologies	XP, Scrum, RUP
J2EE technology	Hibernate 3, Struts 2, Spring, JUnit, Jasper Reports
Development Environments	Visual Studio 2005, Eclipse, PeopleSoft 8.22 to 8.56, Salesforce, Visual Studio Code, Webstorm 2019 2020
Operating Systems	Solaris, Unix, Linux, DOS, Windows, Debian 9 10
Application/Web Server	Apache, Apache Tomcat, Node JS 10 12
Analysis and Design	UML 2, Microsoft Visio, Enterprise Architect
ERP	PeopleSoft, Taleo (Learn System and User Configuration; Recruit - System Administration Fundamentals; Learn Prepare and Distribute Content), Fusion (HCM Talent Management), Salesforce, Oracle-NetSuite, Bullhorn
Others	POO, XML, XML-RPC, Flex, SVN, Ajax, SQL Tuning, JSON
Other Applications	Phire, Jira, Alcea, Confluence, Slack