

Gavin Perry

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SUMMARY

Senior Oracle Fusion HCM leader with 14 years of enterprise HCM experience, delivering strategy, implementation, optimization, and **production support** across global HR technology environments. Leads Core HR, Payroll, Workforce Management, Absence Management, **Benefits Administration**, Compensation Management, and Talent Management initiatives from requirements through release validation and operational handoff. Combines functional expertise with technical fluency in **Oracle Integration Cloud**, APIs, middleware, security roles, workflows, reporting, analytics, dashboards, and data governance. Directs SIT, UAT, regression testing, quarterly update readiness, risk review, and **post production support** while protecting audit and compliance controls. Partners with HR, Payroll, IT, Operations, vendors, and executive stakeholders to shape practical roadmaps, resolve critical issues, mentor teams, and deliver sustainable digital transformation.

EXPERIENCE

Senior Oracle Fusion HCM Lead

January 2023 - Present

Blue Ridge Human Capital Technologies

Philadelphia, Pennsylvania

Leads enterprise **Oracle Fusion Cloud HCM** strategy, enhancement governance, production support, quarterly update readiness, and global operations. Partners with HR, Payroll, IT, Operations, vendors, and business leaders while mentoring functional and technical team members.

- Governed global **Core HR** and **Payroll** roadmap, aligning quarterly priorities with enterprise transformation goals.
- Directed enhancement intake through configuration, SIT, UAT, **release validation**, deployment, and operational handoff.
- Established quarterly update reviews covering security impacts, regression scope, **feature adoption**, and release communications.
- Guided OIC, API, and middleware integrations connecting HCM with payroll, benefits, identity, and workforce platforms.
- Chaired solution reviews with HR, Payroll, IT, Operations, and vendors, protecting audit and data controls.
- Mentored analysts through design reviews, **troubleshooting** sessions, and knowledge sharing that improved support consistency.

Oracle Fusion HCM Solution Manager

June 2019 - December 2022

Liberty HR Systems Group

Conshohocken, Pennsylvania

Managed phased Oracle Fusion HCM implementation and enhancement portfolios across domestic and international business units. Directed requirements, solution design, testing, reporting, production support, Agile delivery, change management, and stakeholder adoption.

- Led phased Fusion implementation across Core HR, Payroll, Absence, Benefits, Compensation, and Talent operations.
- Translated policy requirements into configuration, **workflows**, **security roles**, reports, and traceable solution decisions.
- Directed SIT, UAT, **regression testing**, defect triage, and release readiness across concurrent delivery workstreams.
- Built production support governance with severity definitions, escalation paths, root cause reviews, and enhancement controls.
- Oversaw workforce, payroll, talent, and compliance dashboards while strengthening data quality and **reporting** controls.
- Applied **Agile delivery** and **change management** across communications, training readiness, releases, and adoption activities.

Senior HCM Systems Analyst

March 2016 - May 2019

Allegheny Enterprise Applications

Pittsburgh, Pennsylvania

Owned functional HCM support during transition toward Oracle Fusion Cloud HCM, connecting HR and Payroll operations with integrations, reporting, security, release testing, and business readiness. Served as senior analyst and coach for junior team members.

- Supported enterprise HR and Payroll applications during transition toward **Oracle Fusion Cloud HCM**.
- Configured **Core HR**, Absence, Workforce, Compensation, and Talent workflows against approved operating policies.
- Traced payroll and employee data incidents across connected systems, restoring accurate processing and reconciliations.
- Defined API and **middleware** interface requirements for benefits, time, identity, and vendor platforms.
- Produced operational reports and **audit** extracts supporting **compliance** reviews, reconciliation, and management decisions.
- Coached junior analysts on requirements quality, defect analysis, documentation, and stakeholder **communication**.

HCM Systems Analyst

July 2012 - February 2016

Susquehanna Business Services

Harrisburg, Pennsylvania

Supported enterprise HCM operations for HR and Payroll teams, building foundational expertise in employee data, payroll processes, **benefits administration**, reporting, workflows, access controls, **upgrades**, and enhancement delivery.

- Supported HR and **Payroll** operations through employee data, benefits, reporting, and application controls.
- Maintained configurations, workflows, access assignments, and scheduled processes under documented support controls.
- Investigated transaction failures and data discrepancies, coordinating corrections with functional and technical resources.
- Created recurring workforce and payroll reports with reconciled source definitions for consistent **leadership** reporting.

- Prepared upgrade test scripts, executed **regression testing**, documented defects, and validated critical processes.
- Gathered enhancement requirements and translated stakeholder needs into functional specifications for implementation releases.

PROJECTS

Global HCM Quarterly Update Governance 📅 2025

Created a repeatable review model for Oracle Cloud quarterly updates, covering feature adoption, security impacts, regression scope, release validation, stakeholder communications, and production readiness.

Integrated Payroll and Benefits Modernization 📅 2022

Guided a phased Oracle Fusion HCM implementation linking payroll, benefits, absence, compensation, and talent processes with testing, reporting, security, and change readiness.

Enterprise HCM Support Operating Model 📅 2019

Established severity definitions, escalation paths, root cause reviews, enhancement governance, and support documentation for reliable HCM production operations.

LEADERSHIP & AWARDS

- Received HR Technology Transformation Leadership Award from Blue Ridge Human Capital Technologies in 2025.
- Served as Oracle HCM Practice Mentor at Blue Ridge Human Capital Technologies from 2023 to Present.
- Contributed as HR Technology Governance Council Member at Liberty HR Systems Group from 2020 to 2022.

EDUCATION

Bachelor's Degree in Information Systems

2012

Temple University GPA: 0

Philadelphia, Pennsylvania

Coursework: Enterprise systems, database management, business process analysis, project management

CERTIFICATIONS

- Oracle Fusion Cloud HCM Core HR Certified Professional 📅 2024
- Oracle Fusion Cloud HCM Absence Management Certified Professional 📅 2025
- Project Management Professional 📅 2021

TECHNICAL SKILLS

- **Oracle HCM Modules:** Core HR, Payroll, Workforce Management
- **HCM Talent Functions:** Absence Management, Benefits Administration, Compensation Management
- **Oracle Integration:** Oracle Integration Cloud, APIs, Middleware
- **Testing Practices:** SIT, UAT, Regression Testing
- **Release Management:** Release Validation, Quarterly Updates, Deployment
- **Reporting Analytics:** HCM Reporting, Analytics, Dashboards
- **Security Controls:** Security Roles, Workflows, Access Assignments
- **Data Management:** Data Governance, Data Quality, Reconciliation
- **Delivery Methods:** Agile Delivery, Change Management, Project Management
- **Compliance Operations:** Audit Support, Compliance Controls, Global HCM Operations

SKILLS

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|------------------------|---------------------------|--------------------------|-------------------------|
| • Oracle Fusion HCM | • Absence Management | • Stakeholder Leadership | • Change Management |
| • Core HR | • Benefits Administration | • Problem Solving | • Global HCM Operations |
| • Payroll | • Compensation Management | • Data Governance | • Compliance |
| • Workforce Management | • Talent Management | • Agile Delivery | |

PROFESSIONAL AFFILIATIONS

- Oracle HCM Practice Mentor, Blue Ridge Human Capital Technologies, 2023 to Present.
- HR Technology Governance Council Member, Liberty HR Systems Group, 2020 to 2022.

LANGUAGES

- English (Native)
- Spanish (Beginner)

ADDITIONAL INFORMATION

Work Status : Authorized to work in United States. No sponsorship required.

REFERENCES

AVAILABLE ON REQUEST