



Harrison Mata

Workday Security Application Consultant

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SUMMARY

Workday Security **Application Consultant** with four years of hands on experience supporting Workday HCM implementations, optimization programs, and production environments. Designs **security groups**, domain and business process policies, role assignments, and least privilege access models that balance workforce operations, privacy, compliance, user experience, and **segregation of duties** requirements. Secures integrations through ISUs, ISSGs, **OAuth 2.0**, APIs, web services, RaaS, and EIBs. Performs impact analysis, troubleshooting, tenant migration support, regression testing, deployment validation, access reviews, and audit remediation. Partners with functional, integration, reporting, audit, and IAM teams, translating complex access concepts into practical decisions. Creates design workbooks, test scripts, support procedures, training materials, and governance practices that help organizations operate Workday securely and consistently.

EXPERIENCE

Workday Security Application Consultant

Blue Oak HR Technology Consulting 📅 January 2025 - Present 📍 Raleigh, NC

Leads Workday HCM security design for client implementations, optimization initiatives, integrations, release readiness, and production support. Guides security decisions across functional, technical, identity, reporting, audit, and business stakeholders.

- Designed **Workday HCM** security models for client initiatives, translating privacy requirements into documented role configurations.
- Configured user based groups, role based groups, domains, **business processes**, assignments, and **security activation**.
- Secured EIB, RaaS, API, and web service integrations through ISUs, ISSGs, OAuth 2.0, and **credential governance**.
- Assessed release and integration impacts, then validated access after **tenant migrations** and deployment changes.
- Analyzed excessive access, privileged roles, and segregation conflicts, documenting practical remediation options for governance owners.
- Troubleshoot reports, dashboards, calculated fields, organizations, domains, and integrations, creating reusable **support procedures**.

Workday Security Analyst

Crescent People Systems 📅 June 2023 - December 2024 📍 Durham, NC

Supported Workday security configuration and production operations for HCM processes, reports, integrations, and organizational access. Connected persona designs, testing evidence, identity controls, access reviews, and audit remediation with shared services operations.

- Supported **Workday security** operations for HCM processes, reports, **integrations**, and organizational access.
- Built **role assignments** and security groups from persona designs, validating **least privilege** behavior before activation.
- Executed unit, system integration, regression, and **user acceptance testing** for security changes and defects.
- Investigated domain, business process, organization, report, and integration access issues, tracing effective security causes.
- Supported quarterly **access reviews** and audit requests, tracking approved remediation through completion.
- Coordinated SSO, MFA, and provisioning dependencies with IAM teams, aligning role changes with lifecycle controls.

Junior Workday Application Consultant

Harborline Enterprise Applications 📅 October 2022 - May 2023 📍 Greensboro, NC

STRENGTHS

- 🔍 **Access Investigation**
Traced difficult security behavior across domains, organizations, reports, and integrations. Teams sought help when evidence was unclear.
- 🏗️ **Security Architecture**
Built persona and least privilege models for HCM workstreams. A practical design choice often prevented later access rework.
- ✅ **Testing Discipline**
Connected unit, integration, regression, and acceptance scenarios with clear evidence. Stakeholders gained confidence before activation.
- 🗣️ **Stakeholder Communication**
Explained complex access logic in plain language for technical and business audiences. That clarity helped decisions move forward.
- ⚖️ **Governance Focus**
Reviewed excessive access and segregation conflicts with business owners. Remediation became easier when risk was tied to operations.

SKILLS

Workday Security Workday HCM

Least Privilege IAM SSO MFA

User Provisioning Access Reviews

Risk Management

Security Governance

Production Support

Client Consulting

Regression Testing

User Acceptance Testing

Tenant Migrations

LANGUAGES

English Native

Spanish Intermediate

MY CAREER



● Workday Security
Application Consultant at Blue
Oak HR Technology Consulting
(1.8 Years)

● Workday Security Analyst at
Crescent People Systems (1.5
Years)

● Junior Workday Application
Consultant at Harborline
Enterprise Applications (7
Months)

Supported supervised Workday HCM configuration engagements, mapping business requirements to standard package capabilities and controlled security changes. Prepared testing, documentation, reporting validation, migration records, and **knowledge transfer** for client administrators.

- Documented current and future processes, mapping client requirements to standard **SaaS** package capabilities.
- Configured supervised groups, **domains**, **business processes**, and report access using approved design workbooks.
- Prepared unit **test scripts** and data, recording access results and escalating discrepancies with reproducible evidence.
- Validated report, calculated field, and business process security before promotion into shared test tenants.
- Maintained **support procedures** and configuration notes, giving client administrators clear references for recurring access requests.
- Applied release practices and confidential data controls while communicating with business and technical stakeholders.

PROJECTS

Global Workday Access Governance 📅 2025

Created a governance workstream for persona design, least privilege review, segregation analysis, access evidence, and remediation tracking across shared HCM operations.

Workday Integration Security Validation 📅 2024

Structured validation for ISUs, ISSGs, OAuth 2.0, APIs, web services, EIBs, and RaaS access across integration change cycles.

LEADERSHIP & AWARDS

- Recognized by consulting leadership for clear Workday security decisions during complex client implementation work.
- Selected to support sensitive access reviews, translating audit findings into practical remediation for business owners.
- Trusted by peers for reusable testing procedures and knowledge transfer materials that simplified recurring support work.

EDUCATION

Bachelor's Degree in Information Systems

University of North Carolina at Greensboro 🎓 GPA: 0 📅 2022 📍 Greensboro, NC

Coursework: *Workday systems, information security, database management, business process analysis*

CERTIFICATIONS

- Workday Security Certification 📅 2024
- Workday HCM Core Certification 📅 2023

TECHNICAL SKILLS

- **Workday Security:** User Based Security Groups, Role Based Security Groups, Domain Security Policies
- **Business Process Security:** Business Process Security Policies, Role Assignments, Security Activation
- **Workday HCM:** HCM Core, HCM Modules, SaaS Configuration
- **Integration Security:** ISUs, ISSGs, Integration Access
- **Authentication:** OAuth 2.0, SSO, MFA
- **Integration Technologies:** APIs, Web Services, EIBs
- **Reporting Access:** Workday Reporting, RaaS, Calculated Fields
- **Testing Methods:** Unit Testing, System Integration Testing, Regression Testing
- **Deployment Operations:** Tenant Migrations, Deployment Validation, Release Management
- **Governance Controls:** Access Reviews, Segregation of Duties, Privileged Access
- **Identity Management:** IAM, User Provisioning, Identity Lifecycle Controls

- **Compliance Operations:** Security Audits, Compliance Remediation, Risk Management

PROFESSIONAL AFFILIATIONS

- Workday security and HCM practitioner communities, focused on configuration, governance, testing, and production support.
- Identity and access management professional community, focused on SSO, MFA, provisioning, and workforce data protection.

ADDITIONAL INFORMATION

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

REFERENCES

AVAILABLE ON REQUEST