Kamran Azam

Sr. Project Manager

📍 Toronto, ON

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Experienced Project Manager with 18+ years in implementations and upgrades of wide range of technology stacks. Proven ability to lead and manage teams, manage risks, and timely deliver high quality and cost-effective solutions.

Skills

Change /Release/ Configuration Management — ●●●●○ Very Good

Stakeholder and vendor engagement — ●●●●○ Very Good

Procurement and contract management — ●●●○○ Good

People and time Management — ●●●●○ Very Good

Communication Management — ●●●●○ Very Good

Oracle PeopleSoft ERP — ●●●●○ Very Good

Oracle WebCenter Imaging and Content Management — ●●●○○ Good

Cloud Technologies: AWS, Azure, Google Cloud — ●●●○○ Good

Methodologies: KANBAN, AGILE, PMI, Oracle Unified Method — ●●●●○ Very Good

Accomplishments

- On time and on budget delivery of IBM IIS v11.7 upgrade from v8.5 at WSIB
- Performed current state analysis and led multiple workshops to define future state HR operating model and technology opportunities – This engagement has resulted in 'service excellence award' at WSIB

- On time delivery and successful management of Data Management stream for a major business transformation program (Oracle PeopleSoft 92 Re Implementation) at Canadian Tire (60M+)
- Successfully implemented Oracle Imaging and Content Management for Oracle EBS (1.4+M) at PotashCorp (PCS) Corporate offices as well as three plant locations in Canada and US for paper free invoicing
- Provided advisory expertise to Workplace Safety and Insurance Board (WSIB) for major business transformation program (100+ M) to successfully replace legacy systems and processing all claims payments through PeopleSoft Accounts Payables
- Created a five-year roadmap in collaboration with CIO and CFO to meet corporate strategic goals at WSIB
- Planned a complex Financial ERP upgrade and executed, managed and delivered it On-time and On-budget at WSIB (2.7M)
- Initiated, planned and delivered "Engagement delivery model" in collaboration with Enterprise Project Management Office (ePMO) to efficiently and transparently manage project and programs at Export development Canada
- Led multiple client engagements to win multimillion-dollar deals across North America at Oracle Corporation along with ERP implementation and upgrade consulting to Fortune 500 and Public sector clients

Work History

2019-07 - Current

Sr. Management Consultant
Integriti Group Inc., Mississauga, ON

Integriti Group Inc. is a boutique consulting firm specialized in digital IT solutions. Served multiple clients to deliver business critical projects.

ServRx: Microsoft .Net core, SQL Server, AWS, Trello, Confluence
- Serving as a part time project director to re-engineer claims management and financial system.

Home Depot Canada: Angular, Java, Jira, Confluence, Hybris, Google cloud
- Managed order enablement of custom blinds for homedepot.ca utilizing offshore and onshore resources

Wipro and Workplace Safety and Insurance Board: IBM IIS suite v11.7
- Managed team of offshore and onshore engineers to deliver critical IBM data loads from v8.5 to v11.7

2019-03 - 2019-06

Sr. Data Delivery Manager/ IT Lead
Workplace Safety And Insurance Board, Toronto, ON

Managed Multiple Projects (Digital Address Management, HSM, EPS and Data Engineering)

- Managed scope and planning of multiple project engagements for IT Data Management and BI team (DM & BI)
- Assessed current capabilities, technical platforms and resources of DM & BI team and identified gaps across different delivery functions and devised a high-level plan to address gaps and redefine/rebrand the capabilities
- Worked closely with Business Directors to understand returned mail challenge costing $2M annually to the organization and coordinated an effort to successfully create a digital address management solution
- Engaged with HSM and EPS project teams to understand the requirements and delivery expectations from DM & BI team. Worked closely with management to identify resource gaps and created an action plan to meet the needs of both project requirements.

2017-07 - 2019-01

Sr. Project Manager

Workplace Safety and Insurance Board, Toronto, ON

Upgraded IBM v8.5 to v11.7

- Managed multiple projects under high-risk program to bring IT Systems back to currency
- On time implementation of IBM Information Server Suite v11.7 to enable capability of Data Governance and automated Data Quality and Analysis.
- Assessed migration requirements from DataStage v8.5 and created a scope and project plan for migration to V11.7
- Proposed a phased data migration approach and received approval from all
- Successfully upgraded/migration of DataStage module and migrated 400~ ETL jobs from v8.5 to v11.7 (Phase 1)
- Clearly defined roadmap along with all systems to migrate remaining jobs from v8.5 to v11.7 (Phase 2 and Phase 3)
- Successfully upgraded WebSphere application internal business applications (POMD and WorkWell)
- Managed cross project dependencies, external vendors and multiple internal IT and business stakeholders
- Created and maintained RAID log and provided biweekly status updates to ePMO and monthly updates to project steering committee
- Led daily scrum meetings and managed technical team of 10 individuals

2016-10 - 2017-07

Sr. Project Manager/Sr. Business Advisor

Workplace Safety and Insurance Board, Toronto, ON

The WSIB promotes workplace health & safety and provides an insurance system that compensates injured workers on the job. The WSIB has a three-year plan to transform into a modern organization, improving outcomes and customer service. The plan touches everything about WSIB – people, processes, and technology.

- Reporting to Director IT Strategy, delivering key artifacts for the business architecture practice as well as IT strategy
- Planned and executed a detailed capability assessment of HR cluster to create a new HR operating model – delivered a draft operating mode, short- and long-term opportunities and an execution roadmap.
- Initiated and completed a market scan and assessment of cloud-based business architecture and business process management tools and recommended an acquisition of SaaS based software to enhance collaboration and digitization.
- Created white papers on high level digital workplace strategy as well digital engagement layer to spread awareness of digitization needs to the business.
- Understood the challenges related to Application Portfolio management and provided a 5-year road map and maturity model for implementation
- Planning implementation of Application Portfolio Management for HR cluster as a pilot project before enterprise-wide role out
- Executing business capability assessments of priority areas to claim life cycle to enhance claim adjudicative excellence, service excellence as well as 'digital by default' services.

2015-10 - 2016-08

Sr. Management Consultant / Data Management Prime
Canadian Tire, Toronto, ON

For more than 90 years, Canadian Tire Corporation (CTC) has been providing customers with everything they need for life in Canada. With over 1700 retail and gasoline outlets, CTC is a family of Companies that includes Canadian Tire Retail stores, PartSource, Gas+, FGL Sports, Mark's, Canadian Tire Financial Services, CT REIT and Canadian Tire Jumpstart, a nationally registered charity dedicated to removing financial barriers so kids across Canada can participate in sports and physical activities. .

Environment: Oracle PeopleSoft FSCM 9.2 Purchasing, Accounts Payables, Billing, Accounts Receivables, Asset Management, Project Costing, General Ledger, Oracle UPK, IBM ESB, Python, IBM Data Stage, VM Ware, SOA, Microsoft Project 2010, Agile, SharePoint

- Successfully Managed and lead mission critical Data Management (DM)

stream of major transformation program of re- implementation of Oracle PeopleSoft FSCM 92

- Developed and received approval of these deliverables: DM strategy, technology & implementation framework, stakeholders with roles and responsibilities, Project and Resource Management Plan
- Led functional and technical designs of all conversion designs and received sign off from stakeholders
- Led execution of multiple iterations of conversions, testing, data profiling, data quality & financial reconciliation
- Managed client expectations and effectively managed risks & issues throughout the program life cycle
- Managed team of 12 direct and indirect reports
- Delivered on time with 99.9% quality and 100% reconciled approximately 1 TB of converted data

Sr. Project Manager

Potash Corporation, Saskatoon, SK

PotashCorp (PCS) is the world's largest fertilizer company by capacity, producing the three primary crop nutrients: potash (K), nitrogen (N) and phosphate (P). With operations and business interests in seven countries, PotashCorp is an international enterprise and plays an important role in helping the world grow the food it needs. PCS is transforming its business and introducing standard business processes across all seven countries by utilizing enterprise solutions.

Environment: Oracle EBS R12.2 Accounts Payables, General Ledger, Asset Management, Enterprise Tax, iExpense, Purchasing, Projects, Oracle WebCenter Imaging and Content Management, Oracle UPK, SOA, BPEL, WebLogic, LDAP, Active Directory, Microsoft Project 2010, SharePoint, Jira

- Reported to VP, Finance & led successful implementation of Oracle WebCenter Imaging and Content Management for Oracle EBS AP in partnership with Oracle Consulting services (OCS)
- ·Managed internal PCS business & IT resources and relationship with OCS
- Developed detailed project plan using Microsoft Project and formulated detailed project management plan
- Performed detailed stakeholder assessment and identified key stakeholders across the organization
- Created detailed change leadership strategy, Communication management plan & training plan to ensure effective change management occurs throughout the course of the project
- Managed RAID (Risk, Action, Issue and Decision) logs in partnership with Oracle project manager

- Identified key stakeholders and successfully influenced them to take ownership of the sustainment and support model (three tier support) for service operations and business continuity
- Facilitated weekly project status meeting with project team and biweekly steering committee meeting with project sponsors and executives from OCS and PCS
- Identified site leads for initial roll out to five different locations and liaising with them to enhance site roll out plan and to ensure information is cascading to all required levels of the organization
- Identified resource and skill gaps in PCS and took necessary actions to minimize the implementation and sustainment risks
- Identified the need and successfully convinced all stakeholders to create more environments to facilitate necessary training and to minimize any quality risks during site roll outs

2014-04 - 2014-12

Sr. Project Manager/PeopleSoft Finance Advisor
Workplace Safety and Insurance Board, Toronto, ON

- Provided subject matter expertise on PeopleSoft Payment Management Solution as part of the business and IT transformation of Accounts and Claims Enterprise System (ACES) using Guidewire ERP and IBM Enterprise Service Bus (100M+)
- Led requirement workshops, business interviews and performed a detailed fit gap analysis for the future state of payment management system in collaboration of solution integrator
- Led conference room pilot (CRP) sessions to receive input on the documented business processes from all stakeholders
- Established a five-year roadmap for PeopleSoft Finance and HR in collaboration with Finance and HR Directors, CFO and CIO to align divisional goals with corporate goals
- Pre-planned enterprise-wide PeopleSoft Finance and HR initiative for implementing new modules and enhancing existing functionalities
- Reviewed existing PeopleSoft production support model, roles and responsibilities of different groups, documented multiple comparative options to streamline processes for efficiency, tracking, and better reporting
- Assisted Finance Director in formulating roles and responsibilities for hiring expert PeopleSoft functional and support production talent
- Led an effort to compile an RFP for PeopleSoft ERP Centre of Excellence (CoE)

2012-10 - 2013-12

Sr. Project Manager
Workplace Safety and Insurance Board, Toronto, ON

- Successfully scoped, budgeted, planned, executed and delivered PeopleSoft Finance upgrade from version 8.9 to 9.1 on time and budget (2.4M)
- Lead an RFQ effort to replace existing ADP payroll solution with PeopleSoft Payroll module
- Documented different options for upgrading with pros and cons and received sign off from stakeholders on the upgrade approach
- Analyzed historical upgrade project documentation, lead requirement gathering sessions, created project charter and received sign off from project sponsors, CFO and CIO
- Married PMI project methodology to Oracle unified process to meet organization reporting needs and project framework
- Performed stakeholder analysis and identified external and internal teams required for project execution
- Created detailed project costing and tracking template to incorporate all projects costs (internal, third-party contractors and vendors). PMO department adopted it as a standard template for tracking project financials across the organization
- Hired skilled consultants and managed team of 20+ internal and external team members to execute the project successfully
- Diligently managed vendor relationship with Oracle ULC to plan and execute Functional Fit/Gap Analysis. Delivered on time and budget
- Managed vendor relationship with CGI to build and support infrastructure and with Cap Gemini to support all testing needs
- Provided weekly status to PMO and monthly status to the steering committee, including issues log, risk log, status of milestones and dashboard on financials
- Initiated and delivered a detailed payment management feasibility analysis to meet ALL payment needs of WSIB from one system – The recommendation in the feasibility analysis became basis of the implementation of new Payment management system in PeopleSoft as part of Accounts and Claims transformation
- Created Request For Proposal (RFP), received internal approvals and guided the steering committee during formal contract review and award process
- Led an effort with CGI to define and deliver scope for High Availability and Disaster Recovery solution for PeopleSoft Finance and HR applications
- Led an effort to develop high-level design and working prototypes to integrate Guidewire ERP, PeopleSoft Finance, and mainframe applications by utilizing SOA through ESB
- Used Microsoft Project Server 2010 for project planning, scheduling, executing, monitoring and tracking the project
- Leveraged Microsoft Project Web Server and SharePoint for team

collaboration and document management

- Documented lessons learned with external vendors, business and project team. Presented it to steering committee and PMO

Sr. Principal Consultant

Oracle, Canada, Mississauga, ON

Oracle consultants are the experts others turn to for leadership in Oracle software solutions. Oracle Consulting delivers continuous value across the full solution lifecycle. Across the globe, Oracle Consulting supports over 20,000 consulting projects annually. These projects ranged from small to multimillion-dollar, fixed-price, multiple year projects

Client's: Government of Northwest Territories (GNWT), Workplace Safety and Insurance Board (WSIB), Corning Inc., Ernest & Young, Commerce Bank, Edward Jones

- Led multiple client engagements to win multimillion dollars (2M-25M) deals across North America
- Successfully implemented from inception, fit/gap analysis to delivery, on time and budget, PS General Ledger consolidations, and equitization at WSIB
- Managed and Led discovery sessions, requirements gathering and configuration for an out of the box (OOTB) implementation of strategic sourcing, supplier contract management, TAM/CG at Government of Northwest Territories (GNWT)
- Led Oracle engagement at City of Brampton (CoB) for functional fit/gap analysis of PeopleSoft Finance General Ledger, Purchasing and Commitment control modules during upgrade from v8.9 to v9.1
- Provided subject matter expertise to CoB to resolve pain points related to procurement contracts, project management, three-way matching, credit card payment processing, and open commitments
- Reviewed detailed functionality of Global Cash Management, Payables, General Ledger and Purchasing modules for E&Y and guided Oracle Headquarter to support business case for upgrading from PeopleSoft 8.8 to 9.2
- Effectively applied Oracle's methodologies and policies while adhering to contractual obligations, thereby minimizing Oracle's risk and exposure
- Solved complex business solutions in the PeopleSoft FSCM arena, ensuring high-quality deliverables produced On-time and budget and to the customer's satisfaction
- Performed analysis of business needs to help ensure Oracle's solution met the customer's objectives by combining the industry's best practices and product knowledge
- Provided thought leadership and expertise to project team members

- Effectively influenced decisions by developing and prioritizing alternatives to meet project needs
- Led a team of 20 consultants in North America and an on-demand team (2-10) in India
- Demonstrated excellent analytical, problem-solving, decision-making skills
- Followed PMI methodology to deliver projects at GNWT, CoB, and WSIB

2010-04 - 2011-04

Management Consultant/PeopleSoft SME

Export Development Canada, Ottawa, ON

Export Development Canada (EDC) is Canada's export credit agency, offering innovative financing, insurance, and risk management solutions to help Canadian exporters expand their international business. EDC has been named one of Canada's Top 100 Employers for nine consecutive years.

Environment: General Ledger, Accounts Payables, Purchasing, .Net, C Sharp, Microsoft Project Server 2007, Agile DB2, Mainframe applications, SOA

- Initiated, planned, designed and implemented EFT payments by integrating PeopleSoft with RBC and Bank of America for all Canadian and USD payment needs of EDC
- Led and managed business solution delivery team and delivered numerous projects on time & within allocated budget
- Core responsibilities included client/stakeholder management, mentoring, project planning, budgeting, scheduling, change and release management
- Led different divisions, formulated and successfully implemented Release/Configuration management plan to address many issues in ERP deployment life cycle
- This plan became standard for configuration management in financial portfolio delivery team
- Initiated and delivered "Engagement delivery model" in collaboration with ePMO, considering PMI methodology to meet transparency at the program level
- Deliverables included Initiative Assessment, Execution Strategy, Cost and Size Estimates, Service offering and business case creation and review processes
- Established Change Review Board to manage stakeholder expectations and prioritize change requests
- Defined and documented segregation of duties to eliminate audit issues raised by Office of Audit General (OAG)
- Built and Supervised PeopleSoft financials delivery team and provided timely support for enhancement requests, production issues and financial upgrade to 9.1

- Worked with program manager and created a successful business case to upgrade PeopleSoft Financials to 9.1
- Led fit/gap sessions with external vendor for PeopleSoft upgrade from v8.9 to v9.1

2009-04 - 2009-11

SME/Project Manager

PeopleSoft, Edmonton, AB

IMAGIS' is the Alberta Government Integrated Management Information System. It is the core corporate Financial and Human Resources information management system for the Government of Alberta (GoA)

Environment: PeopleSoft FSCM and HCM 9, suite, PeopleTools 8.49.18, HP Project and Portfolio Management Centre, HP Workbench

- Served as PM and SME to incorporate 'Freedom of Information and Privacy Act (FOIP) of Alberta in IMAGIS PeopleSoft Finance, Supply Chain, and Human Resource system as part of an upgrade from PeopleSoft 8.8 to 9.0
- Led planning sessions to define scope, cost, risks and constraints with financial and human resources managers and SMEs
- Created work breakdown structure and define schedule using Microsoft Project
- Performed business process re-design and delivered a working prototype of the proposed system
- Collaborated with external project manager to align resources and address dependencies related to project schedule due to a parallel application upgrade
- Reviewed all upstream and downstream integration points and modified it to handle any information that is deemed private as per the business requirements
- Prepared weekly status reports including reporting on resource utilization against budgets, risk and issue management
- Supervised internal employees and consultants throughout the project life cycle
- Led business users for timely functional support in system and acceptance testing
- Successfully implemented and delivered the project on budget and on time following PMI project methodology

2005-07 - 2009-02

Release Manager/Production Support Lead

Fannie Mae, Washington, DC

Fannie Mae is a government-sponsored enterprise (GSE) chartered by Congress with a mission to provide liquidity, stability, and affordability to the

U.S Housing and mortgage markets. I have worked on numerous projects including redesigning current processes, implementing new functionalities, designing financial reports, change and release management, production support, and upgrade of PS Financials from 8.4 9.0

Environment: PeopleSoft Financials and HR 8.4, 9.0 (General Ledger, Procurement, Accounts Payables, Accounts Receivables, Purchasing, Project Costing, Asset Management, Billing, HR, Payroll, Benefits, eBenefits, PeopleTools 8.4x, 8.50, Quest Stat, Remedy, Oracle 10g, Hyperion, Unix

- Initiated, defined, managed & delivered PeopleSoft Finance and HCM upgrade from 8.4 to 9.0 in collaboration with external Solution Integrator, on time and within budget ($5M+)
- Leveraged PeopleSoft project costing, commitment control and general ledger for detailed tracking and reporting of financials
- Initiated, defined and implemented Enterprise Level System Implementation Framework (ELSIF) to establish deliverables and a controlled development life cycle
- Restructured the production support model for efficiency and cost effectiveness (saved $1M)
- Identified the need for, initiated business case and implemented standard development guidelines and production support documentation archival using SharePoint which resulted in the elimination of audit and traceability issues
- Cross trained talents across each application segment in the corporate IT division
- Led and successfully developed workflow for journal entries and account approval, integration of Oracle Web Center content management system with PeopleSoft and Kofax, Integration with external insurance providers for employee benefits, integration with external service provided (Concur) with PeopleSoft for expense processing, integration with Bank of America for payment processing, monthly, quarterly and yearly financial reports (2.5M)
- Managed team of 10 talents and provided successful and timely support for all Financial Modules
- Defined and consolidated disaster recovery plan and led yearly drills to execute testing
- Partnered with business, defined and developed Service level agreements
- Delivered all projects in collaboration with PMO following PMI methodology
- Collaborated with internal audit, defined and implemented segregation of duties (SOD) as per Sarbanes-Oxley Act (SOX)

2004-04 - 2005-06   **Techno-Functional Lead/Project Manager**

State of Florida, Financial, Tallahassee, FL

The Department of Financial Services launched Project Aspire was to implement PeopleSoft Finance to ensure that state financial data is accurate, timely, valid, reliable, secure, auditable, relevant and easily accessible. (100M+)

- Defined and documented solution and managed delivery of a complex PeopleSoft General Ledger integration project to manage entries from all ministries within the State of Florida following PMI project methodology

2003-02 - 2004-03

Techno-Functional Consultant

Neil Johns Food Company, NJFC, The Neil, WA

Neil Johns Food Company (NJFC) is a leading food retailer with a 30+ year history of quality Retail Sales. NJFC implemented PeopleSoft Financial and Supply Chain version 8.4 to replace legacy systems

- Served as a techno-functional consultant for an end-to-end implementation of PeopleSoft General Ledger, Accounts Payable, Inventory and Order Management modules.

Education & Certifications

2012 ITIL Foundation v3.0, Peoplecert

2011 Oracle Unified Methodology - Level 1 and 2 accreditations

2011 PeopleSoft 9.1 Integration tools – DesTech Consulting and Training

2010 Oracle Certified Expert PeopleSoft General Ledger 9.0, Oracle Corporation

2008 Project Management Professional (2008-2022)

2003 **B.Sc. Management Information Systems**
Minnesota State University - Moorhead

2000 **M.Sc. Computer Science**
Premier College - Lahore

1999 **B.Sc. Mathematics and Statistics**
Punjab University - Lahore