ERP Analyst II

Full-time employment opportunity with a dynamic and multi-faceted resource for economic development in the St. Louis region.

About Us

Since 1950, we have partnered with private and public organizations on hundreds of projects that have created thousands of jobs on both sides of the Mississippi River.

BSD operates with a focus on making a positive impact on the region and the nation, better connecting the Bi-State area to the rest of the world. We are impacting neighborhoods, large and small, in Illinois and in Missouri, with investments that are shaped by our unique perspective of the region and its potential.

Why Work Here

- Work for a company that strives to make a positive impact in the region
- Earn competitive salary
- Gym Discounts with Club Fitness and OneLife Fitness at Ballpark Village
- 24 hour access to our 9 onsite gyms
- Wellness program that provides free health screenings
- Discounted Cell Phone service
- Free MetroLink and MetroBus access
- Medical, Dental, Vision coverage effective on your 1st day
- 4 weeks earned PTO
- Your Birthday is a floating holiday
- Company sponsored 401k plan
- Employee assistance program
- Bi-State Development is an eligible employer for the Public Service Student Loan Forgiveness program

The Role

To support development, maintenance, and deployment of functionality related to Bi-State's Oracle HCMS E-Business Suite.   This position will focus on the Oracle HR/OAB area and requires working with our business customers and our technical team to determine and implement Oracle HCMS related changes that improve business processes and business effectiveness.

Responsibilities

- Gather and evaluate business requirements. Determine approach to meet requirements with Oracle capabilities and customizations.
- Develop, test, and implement new Oracle capabilities, customizations, or configurations.
- Investigate Oracle HCMS functionality, data, and interface problems. Determine and implement resolutions.
- Work with business customers to identify improvements, alternatives, or new capabilities that would benefit the organization.
- Document and estimate specific requests for new capabilities. Help to assess the value to the organization.
- Assist with development of recommendations, business case, and estimates for new functionality and changes.
- Document Oracle HCMS Configuration, support information, customizations in accordance with Metro IT standard application methodology.
- Work with Metro infrastructure, database, and application teams to ensure proper unit, system, user acceptance, and performance testing.
- Assist with, as appropriate, orientation and training of Oracle end users/customers.
- Mentor other IT team members as appropriate to help them grow in their capabilities.

Knowledge, Skills, & Abilities

- Oracle Applications ERP Developer experience with HR, Benefits, ESS, and MSS.
- Develop and execute quality assurance test plans for unit, system, and regression testing.
- Build Interfaces or data conversion between Oracle HR, Payroll, and Benefits system and other applications.
- Build Fast-Formulas and reports for Oracle HR, Payroll and Benefits.
- This position is 70% technical and 30% functional.
- Previous experience using data loader and SQL Loader to load legacy records into Oracle.
- Ability to develop complex SQL queries.
- Experience with relational database management systems such as Oracle and SQL Server.
- Experience with Oracle Alerts.
- Experience using Oracle Reporting using Admin and User layers.
- Knowledge of Oracle Forms and Reports.
- Expertise in Conversion and Interface programming using PLSQL.
- Understanding of information technology standards, procedures and best practices.
- Understanding of how to analyze and solve business problems.
- **Interpersonal skills necessary to interact with all levels of technical and business personnel.**
- Experience designing, developing and maintaining information technology systems.
- Experience participating in project teams.
- **Ability to work independently, work under pressure, adapt to demanding situations and maintain schedules.**

Education	Experience
Degree: B.A./B.S. or equivalent experience required.	**Years**: Three (3) minimum required.
Field: Computer Science or related field	**Field:** Oracle Applications Development

Bi-State Development is committed to providing an Equal Employment Opportunity experience for all employees, applicants, vendors and customers with an environment free of discrimination, harassment, and retaliation.