

RSSP Oracle Recruitment Transformation Project Manger

DIVISION – RRSP

Hiring Manager Graham Weemes

If you'd like to have a confidential conversation about this role,-
please contact Graham.Weemes@Penna.com



ABOUT THE ROLE

Brief

- We're Penna. We help our clients **find**, **excite** and **secure** the right talent.
- With relevant work experience gained in a fast pace, regularly changing, yet supportive environment, you'll support us on the RRSP Contract. Just like us, you'll always be focused on providing the right solution. With this mindset, you'll create valued relationships with our parent brand – Adecco, managers, and individuals, develop our RRSP team and enhance our reputation.
- And in return, you'll work with a friendly, supportive team and enjoy all the benefits you'd expect from an organisation with a global network.

Role Purpose

- The purpose of this role is to lead the rapid expansion of our delivery team, a newly created and fast growing specialist team within our Operate business to provide consulting services to an exciting list of Oracle clients.
- The person in this role will have demonstrable Fusion Cloud Recruitment ERP experience, working to consistently high standards and with minimal day-to-day supervision.

WHAT YOU'LL DO

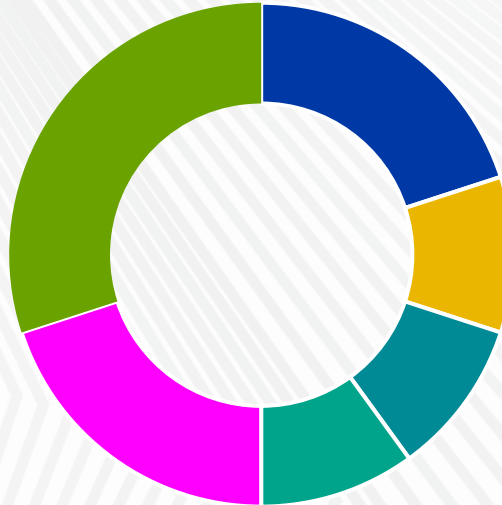
Executive Support

Delivering projects focused on Oracle ERP Technology, primarily within Recruitment Transformation.

- Leading delivery of key aspects of a Recruitment Transformation project/programme as a leading member of a mixed Penna and client team.
- Managing both within and across project work streams
- Driving areas of our Recruitment change thought leadership to transform client's businesses.
- Identifying further business opportunities when working client side.
- Developing the careers of teams working with and reporting to you

WHAT YOU'LL DO

A typical week might be



- Liasing with Progamme stakeholders
- Analysing current software functionality
- Reviewing OR Functionality
- Producing and reviewing GAP analysis
- Implementing OR new ways of working
- Training Penna Staff

KEY RELATIONSHIPS

PERSONS/COMMUNITIES	NATURE OF RELATIONSHIP
Samantha McNeily	Line manager
RRSP Team	Work in partnership with team members.
Directors Keith Pilling, Graeme Weemes, Kathryn Kempster, Julie Towers	Proactively manage relationships in line with service level agreements
Penna and Stafford Long employees	Be collaborative with colleagues and build good working relationships with Penna stakeholders

PERSONAL ATTRIBUTES, SKILLS, KNOWLEDGE, AND EXPERIENCE

Personal Attributes

- Professional approach to work
- Ability to work as part of a team
- Excellent communication skills both internally and externally
- Ability to manage conflicting deadlines
- Proactive and positive 'can do' attitude
- Ability to act on own initiative
- Accuracy/attention to detail
- Ability to manage projects outside of normal responsibilities
- Ability to work and remain calm under pressure and to meet deadlines
- Being approachable to the business
- Excellent query and problem solving skills

Professional Skills, Knowledge, and Experience

- Substantial experience in leading and managing Recruitment systems implementations, across both large, complex multinationals or public sector clients.
- A track record of leading Recruitment transformation enabled by technology, with a focus on Oracle.
- Experience on numerous full lifecycle implementation projects of Oracle Cloud ERP with broad functional skills across modules.
- Proven leadership qualities with a natural focus on team enhancement and growth.
- Exceptional communication skills (both written and oral) with a focus on the ability to influence and drive change through complex organisations.
- Experience with the transition from EBS to Fusion

PENNA'S COMMITMENT

We are a family at Penna and Stafford Long and believe in fairness and equality across all approaches to recruitment, development, opportunity, and responsibility.

Diversity Promise

Our promise is to organise our services in a way that is universally accessible and useful for everyone. To do that well, we believe we need to create and sustain a workforce that's more representative of the candidates and clients we serve.

Penna is committed to creating a diverse and inclusive workforce that respects and embraces difference. Our employees and our company thrive when we get this right. We aim to create a workplace that celebrates the diversity of our employees, clients, and the contractors we work with. We will endeavour to create recruitment solutions that work for everyone by including perspectives from backgrounds that vary by race, ethnicity, social background, religion, gender, age, disability, sexual orientation and national origin.

Our internal programmes and external work with our clients make us proud to be an Equal Opportunity and Inclusive Employer.

If you have a disability or health condition that requires accommodation or reasonable adjustments made during the recruitment process, please let us know by emailing people@penna.com.

Our full guidance and commitment to your application and how we may use your personal information during the application process can be found here: <https://www.penna.com/candidate-care/> and <https://www.penna.com/privacy-policy>

Together we are better, together we are Penna.

PENNA BEHAVIOURS

We all aspire and work towards demonstrating the behaviours consistent with the Family values; Accountable, Supportive, Collaborative and Inspiring as listed below:

ACCOUNTABLE Does what they say they will do	<ul style="list-style-type: none">• Builds open, honest and realistic relationships with customers and colleagues• Reliable and acts with integrity• Determined and passionate about delivery of the best• Accountable and inclusive
SUPPORTIVE Creates an environment where people can give of their best	<ul style="list-style-type: none">• Seeks to understand the needs and concerns of others• Creates a learning environment• Seeks feedback from other in order to learn and develop• Inspires others to achieve their goals
COLLABORATIVE Works as part of one team	<ul style="list-style-type: none">• Pulls together to put the customer first• Support colleagues without waiting to be asked• Helps others succeed and celebrate their success• Actively looks to break down barriers and finds ways to work together
INSPIRING Creates new possibilities	<ul style="list-style-type: none">• Comes to work to make a difference, sets high goals and gives 100% personal energy• Believes in what we do and demonstrates this through actions• Regularly challenges thinking and is open to new ideas and ways of working• Has ambition and confidence to do things in new ways and to create and deliver inspirational solutions