

CASE STUDY



Oceaneering

Customer

Oceaneering, Inc. is a global oilfield provider of engineered services and products primarily to the offshore oil and gas industry, with a focus on deepwater applications. Through the use of its applied technology expertise, Oceaneering also serves the defense and aerospace industries.

Project

Upgrade HCM from 8.8 to 9.0 and Implement Talent Acquisition Management (TAM) and Candidate Gateway (CG)

Overview

Upgrade Oceaneering's HCM application from 8.8 to 9.0 while implementing TAM and Candidate Gateway. Partners Consulting's Solutions Division, (formerly CPSG) was brought in to alleviate inefficiencies in their current business process, streamline the Payroll process, remove redundant setup and configurations in Benefits Administration, and provide leadership, direction, and coordinate tasks associated with the upgrade and implementation business streams.

Utilizing our 4D methodology, the Define stage was done separately, and took into consideration Global Payroll, as well as employing First Advantage and agency enablement functionality. Project timelines and task plans were created, with an emphasis on the Integration testing phase, which was the culmination of HCM and TAM/CG functionality bringing together business requirements and processes. Also, as this project scope included Global Payroll, we also worked with team personnel in Europe, and ensured the E.U. requirements were incorporated into the overall process.

Results

Enabled First Advantage functionality to enhance the resume posting and viewing functionality provided from TAM/CG. This allowed Recruiters to automate the posting of new jobs to external job boards including state agencies required for OFCCP.

Built an integration for 3rd party recruiting agencies to globally post and submit resumes. This agency enablement helped in expediting the process of gathering qualified candidates for jobs assigned to approved recruiting agencies.

Implemented job requisition approval and workflows which were paramount in assisting Oceaneering to better manage the job requisition process. Common approval and workflow notification processes for new job openings and job offers were defined and developed thereby keeping interested parties informed with the latest status.

Wrap-up

Working with a time difference of eight hours, our consultants, alongside Oceaneering's team members performed the Go Live over a weekend, and utilized team members in both the U.S. as well as Europe. Ensuring the user windows for running processes was accounted for, was instrumental in making this Go Live seamless, and a success.

