

# Mohamed Gadalla

## Senior HRIS & Oracle Fusion HCM Expert

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## Professional Summary

Dynamic and results-driven HRIS professional with over four years of techno-functional expertise in Oracle Fusion HCM. Adept at leading digital transformation projects, streamlining HR processes, and driving business improvements through data-driven insights. Skilled in project leadership, system optimization, and cross-functional collaboration, delivering tailored HR technology solutions that align with strategic organizational goals.

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## Core Skills

- Oracle Fusion HCM Implementation & Support
- HRIS Analytics & Reporting
- Digital Transformation Leadership
- Change Management & Process Automation
- End-User Training & Support
- Project Management & Stakeholder Engagement
- Business Process Modeling & Workflows

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## Professional Experience

### Senior Specialist – HRIS | Sidra Medicine – Doha, Qatar

*March 2025 – Present*

- Leading Oracle Fusion HCM improvements to simplify HR processes and make services faster and more user-friendly for employees and managers.
- Designing smart employee journeys (onboarding, offboarding, etc.) that enhance experience and reduce manual work across HR.
- Working closely with HR leaders and IT to align system changes with business goals and deliver accurate, useful HR data for decision-making.
- Supporting automation and reporting efforts to improve self-service, save time, and ensure secure, well-managed system access.
- Managing Oracle quarterly updates by reviewing new features, testing changes, and helping teams adopt useful enhancements.
- Building and improving HR dashboards and reports to give leadership better visibility into workforce trends and actions.
- Supporting data quality and access control to ensure HR records are accurate, secure, and aligned with policy.

### HRIS Analyst | Qatar Foundation – Doha, Qatar

*July 2024 – March 2025*

- Lead system optimization and configuration efforts for Oracle Fusion HCM modules (Payroll, Absence Management, Recruiting, Talent Development).
- Drive technical projects integrating HRIS with other enterprise platforms, ensuring delivery on time and within budget.
- Ensure data integrity and provide HR analytics to support decision-making.
- Collaborate with leadership teams to develop scalable HR solutions aligned with strategic goals.
- Lead digital transformation projects aimed at improving operational efficiency and enhancing employee engagement.

## **Specialist - HRIS | Sidra Medicine – Doha, Qatar**

*May 2022 – July 2024*

- Managed end-to-end implementation of Oracle Recruiting, Talent Management, and Payroll modules.
- Delivered system enhancements including automated HR letters, payroll configurations, and absence management.
- Led data integrations using HCM Extracts and streamlined employee self-service portals.
- Implemented onboarding and probationary journeys, improving the employee experience.

## **Oracle Fusion Technical Consultant | Ebrahim M. Almana & Bros. Co. – Riyadh, KSA**

*Oct 2021 – May 2022*

- Delivered full Oracle Fusion HCM module support, including payroll, absence, talent management, and custom reporting.
- Developed complex payroll configurations, fast formulas, and data reporting solutions using BI Publisher and OTBI.
- Enhanced system security with custom security roles and BPM workflow configurations.

## **Oracle HCM Functional Consultant L2 | Evosys – Remote**

*Jul 2021 – Oct 2021*

- Managed Oracle HCM implementations for clients in Bahrain and KSA, including payroll setups and role-based security.
- Designed and tested system configurations, ensuring seamless functionality and user adoption.
- Supported client teams during UAT and go-live phases, resolving functional issues and ensuring smooth transitions to Oracle HCM Cloud.
- Collaborated with cross-functional teams to tailor Oracle modules (Core HR, Payroll, Absence) to meet local labor and compliance requirements in Bahrain and KSA.

## **Oracle HCM Techno-Functional Consultant | Alphaez Computer Company for IT Consulting – Remote**

*Oct 2020 – Oct 2021*

- Reimplemented payroll, Oracle Recruiting Cloud, and Performance Management modules.
- Built custom reports and dashboards for HR analytics, supporting business decision-making.
- Configured approval cycles in BPM, streamlining workflows.

## **ERP HR Engineer | Sudatel Telecom Group, Ltd – Khartoum, Sudan**

*May 2019 – July 2021*

- Contributed to the successful implementation of Performance Management and Travel Management systems within the ERP platform.
- Assisted in gathering business requirements, configuring system settings, and supporting user testing during rollout phases.
- Maintained employee records and supported day-to-day HR system activities, including data entry, reporting, and issue resolution.
- Worked closely with senior HRIS and IT teams to understand system workflows and support automation of manual HR tasks.

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## **Education**

### **Bachelor's Degree in Information Technology**

Almanhal Academy of Science – Khartoum, Sudan

*2013 – 2017*

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## **Certifications**

- Oracle Global Human Resources Cloud Certified Implementation Specialist
- Oracle HCM Cloud 2018-2020 Specialist Certifications
- Crisis Management Certification – Al Jazeera Media Institute
- Generative AI and Systems Thinking – Oracle
- Oracle Cloud Customer Connect – Bronze & Blue-Ribbon Member

## Technical Skills

- Oracle HCM Cloud Modules: Core HR, Absence, Payroll, Recruiting, Talent Management
  - Reporting Tools: BI Publisher, OTBI, Dashboards, RTF Templates
  - HRIS Tools: Data Migration (HDL), HCM Extracts, Fast Formulas
  - Project Management: Agile, Business Process Mapping
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## Languages

- English – Fluent
- Arabic – Native
- Spanish – Beginner