

**Kenneth R. Anderson**  
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## Technical Skills

**Programming Languages:** C, C++, Objective-C, Java, Ruby, SQR, SQL, TCL, Matlab

**Operating Systems and Development Environments:** UNIX, Windows, J2EE, Ruby on Rails, Mac OS X, Xcode, Cocoa, Eclipse

**Web Development:** HTML, CSS, Javascript, AJAX, Java Servlets, JSP

**DBMS:** DB2, Oracle, MySQL

**Project Management/Software Development Methodologies:** PMI, RUP

**Other:** PeopleSoft (HRMS, Payroll, Employee Self-Service, Enterprise Services Automation, PeopleTools, PeopleCode), Cognos, UML, Microsoft Project, Microsoft Office, XML, VoiceXML, Automated Speech Recognition, Speech Synthesis, Natural Language Processing, Spoken Language Systems, Machine Learning, Pattern Recognition

## Experience

### **ATSI, Portland, OR (2/08 – 12/08)**

*As contract project manager at Daimler Trucks North America (formerly known as Freightliner):*

- Managed full life cycle of implementation of a vendor-hosted recruiting and applicant tracking solution with integration to the in-house payroll/HR system.
- System was successfully launched on time and on budget.
- Developed budget estimate, project charter, project workplan, risk management plan, change management plan and other standard project management deliverables.
- Performed architect and business analyst functions in addition to primary role as project manager.
- Developed solution for automating the encryption and transmission of interface files to and from the vendor to ensure data privacy and security.
- Managed relationship with vendor and resolved issues related to vendor's statement of work for implementation services.
- Project budget was 750K, with a project team of 3 full-time internal resources, 5 part-time internal resources, and 3 part-time vendor resources.

### **Velocity Partners, Portland, OR (8/07 – 12/07)**

*As contract project manager at Business Objects:*

- Managed systems integration for Global Services division of Business Objects related to acquisition of Cartesis, a Paris-based software company. Project objective was to transition all Global Services operations of the acquired company onto Business Objects' PeopleSoft system (ESA, Projects, and Billing modules).
- Oversaw system rollouts in US, Canada, France, Belgium, Netherlands, UK, Belgium & Japan.
- Project scope included requirements definition, training, data migration, system configuration, communication, and change management.
- Led globally distributed project team.

### **ProDX, Portland, OR (8/04 – 8/05)**

*As contract IT Project Manager at Freightliner:*

- Managed multiple projects for a Portland-based truck manufacturer including:
  - Enhancements to labor performance efficiency reporting and development of a custom manpower planning tool to support a new team-based manufacturing process being rolled out across the company (Budget: \$500K).
  - Managed full life cycle of a significant extension (using custom development in J2EE) to manufacturing QA and shortage tracking systems in order to facilitate self-inspection by the new manufacturing teams and reduce costs by lowering headcount (Budget: \$1M).
  - Managed full life cycle of development (using J2EE) of on-line data analysis tool to support sales and marketing initiatives.

**Levi Strauss & Co., San Francisco, CA (8/02 – 6/04)**

*Director, Worldwide HRIS*

- Led PeopleSoft optimization project, with a budget of over \$1M, to standardize global HR data and processes, streamline security administration and table maintenance, and implement the organizational structure of the company in PeopleSoft to facilitate future self-service and workflow applications.
- Worked with managers in Compensation, Benefits, Organization Development and Staffing to define technology solutions to improve business processes in these areas.
- Implemented HRIS website on company intranet.
- Represented HRIS function on HR outsourcing project.
- Managed staff of two analysts responsible for standard and ad hoc reporting, security administration, training, system documentation and website administration.
- Developed complex queries & reports using PS/Query, Crystal, Microsoft Access & VBA.

**Charles Schwab & Co., Inc., San Francisco, CA (9/98 – 8/02)**

*Managing Director, IT, Finance & Corporate Administration Technology (1/01 – 8/02)*

- Led major technology projects, including upgrade to PeopleSoft HRMS 8.3.
- Consulted with managers in HR, Payroll and Corporate Real Estate & Facilities to identify technology solutions to solve business problems.
- Managed staff of twelve project managers and business analysts.
- Administered annual maintenance and development budget of \$3 million.
- Managed the HRMS and self-service application portfolio, including PeopleSoft HR, Payroll & Benefits Administration, and custom-built online time entry and reporting relationship applications.
- Formulated strategy and developed ROI analyses and business cases for technology projects.

*Senior Manager, IT, Finance & Corporate Administration Technology (9/98 – 12/00)*

- Managed full life cycle of an in-house developed self-service reporting relationship update application that updates PeopleSoft HRMS and the corporate directory. Over 9000 updates were processed in the first month after implementation.
- Led project to integrate PeopleSoft HRMS data into the corporate LDAP directory to enable sharing of data between applications, minimize data redundancy and improve data quality. Over 30 distinct applications now access HR data from the directory.
- Supervised PeopleSoft HRMS payroll and benefits administration operations.

**Deloitte Consulting, San Francisco, CA (4/97 – 9/98)**

### *Senior Consultant*

- Led technical team in integrating two recently acquired subsidiaries of a major retailer onto the corporate-wide PeopleSoft HRMS implementation.

### **University of Wisconsin Hospital & Clinics, Madison, WI (3/96 – 3/97)**

#### *HRIS Manager*

- Managed the upgrade of PeopleSoft HRMS from version 3.0 to version 5.0.
- Designed customizations to PeopleSoft to support the redesign of the hospital's recruiting process.
- Directed HRIS coordinator in the development of data entry procedures, system documentation, security administration protocols and training materials.

### **Grant Thornton, LLP, Madison, WI (3/95 – 3/96)**

#### *Senior IT Consultant*

### **Ernst & Young, LLP, Chicago, IL (2/92 – 3/95)**

#### *Senior IT Consultant (10/94 – 3/95)*

#### *IT Consultant (2/92 – 10/94)*

## **Education**

Oregon Health and Sciences University, OGI School of Science and Engineering, Beaverton, OR.  
M.S., Computer Science, January 2007

DePaul University, Chicago, IL. Certificate, Computer Career Program, January 1992

Hunter College School of Social Work, New York, NY. M.S.W., May 1990

Swarthmore College, Swarthmore, PA. B.A., Economics, June 1987

## **Professional Certifications & Activities**

Certification: PMP (Project Management Professional), 2007

Chair of National Membership Committee, International Association for Human Resources Information Management (IHRIM), 2003 - 2005

Board Member and Director of Membership, San Francisco Bay Area Chapter of IHRIM, January 2002 – May 2004