

KARTIK SHARDA

Oracle Fusion HCM Consultant (Certified) | PeopleSoft North America Payroll Specialist | AI & Automation Engineer
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PROFESSIONAL SUMMARY

Enterprise HCM consultant with 5+ years delivering North America Payroll for Fortune 500 clients on PeopleSoft — functional configuration, payroll-cycle production support, and SQR / PeopleCode / Application Engine development — now Oracle Fusion Cloud HCM certified and mapping proven payroll logic onto Payroll Definitions, Fast Formula and Flexfields. Runs a parallel engineering track building production AI systems: multi-agent LLM orchestration with guardrails and circuit breakers, natural-language interfaces over enterprise data, and unattended automation pipelines — shipped with tests and monitoring, not left as demos. Explains technical decisions clearly to non-technical stakeholders, with client satisfaction sustained above 9.5/10.

CORE COMPETENCIES

Oracle Fusion HCM (Certified): Core HR, Payroll, Workforce Management; Payroll Definitions, Fast Formula, Flexfields; HCM Data Loader (HDL/HSDL), HCM Extracts, OTBI, BI Publisher; Functional Setup Manager (FSM); PeopleSoft-to-Fusion object mapping; Fusion AI Agent Studio

PeopleSoft HCM — NA Payroll (Functional): Pay Calendars, Pay Groups, Pay Sheets, tax-policy configuration, EFT setup, deferred compensation, gross-to-net reconciliation, go-live and hypercare support

PeopleSoft (Technical): SQR, Application Engine, PeopleCode, Application Designer, PS Query, Component Interfaces, Data Mover, PeopleTools 8.59 / 9.1

AI & LLM Engineering: Multi-agent orchestration, agent tool-calling and pre-execution guardrails, RAG and structured-output schemas, prompt engineering, multi-provider failover and circuit breaking, LLM cost and rate-limit control, natural-language-to-SQL, Model Context Protocol (MCP) servers and bridges

Programming & Data: Python, FastAPI, Node.js, TypeScript, SQL; PostgreSQL / Supabase, DuckDB, SQLite, Oracle; pandas, openpyxl; REST API integration (Microsoft Graph, Slack, Gemini, OpenAI)

Integration & Security: SFTP / FTP channel configuration, PGP encryption key lifecycle, alert-driven file events, OAuth2 and delegated API scopes, JWT session auth, row-level security, permission-list security, Control-M and SmartSched scheduling

DevOps & Reliability: Git, Docker and docker-compose, systemd services and timers, PyInstaller packaging and code signing, pytest, health checks, latency tracking, retry with exponential back-off, idempotent writes, graceful degradation

Delivery: Agile / SDLC, requirements gathering, fit-gap and impact analysis, change management, UAT, production go-live, hypercare, audit support

PROFESSIONAL EXPERIENCE

Independent Engineering & Oracle Fusion Enablement | Self-Directed

Jul 2026 – Present

- Earned Oracle Fusion Cloud Applications HCM Process Essentials and Oracle Fusion AI Agent Studio Foundations Associate certifications, building functional depth across Core HR, Payroll and Workforce Management.
- Mapping proven PeopleSoft objects to Fusion equivalents — Pay Calendars to Payroll Definitions, PeopleCode to Fast Formula, Records to Flexfields — to shorten ramp-up on live Fusion engagements.
- Designing and shipping the AI and automation systems detailed below, end to end: architecture, implementation, testing, packaging and deployment.

Hexaware Technologies | Application Operations & Integration Consultant

Apr 2024 – Jun 2026 | Client: GE Aerospace (GPIT) — secure file-based data exchange across internal and external systems

- Owned the PGP encryption and decryption key lifecycle across all vendor transmissions, coordinating client key renewals ahead of expiry and holding zero transmission failures across the engagement.
- Configured SFTP / FTP integration channels per vendor — file-naming conventions, delivery endpoints, encryption requirements — supporting varied enterprise integration patterns on the GPIT platform.
- Built alert-driven event pipelines that automatically moved files between GPIT and vendor systems, removing manual handling of routine transfers.
- Resolved SmartSched and Control-M job failures through root-cause analysis on logs, dependency chains and upstream / downstream impact, restoring scheduled operations with minimal disruption.
- Produced daily shift-handover runsheets and assembled audit-evidence packages (data-ownership lineage, process controls) for internal and external audits.

Hexaware Technologies | PeopleSoft HCM Consultant, North America Payroll

Sep 2020 – Mar 2024 | Client: CVS Health (US healthcare, Fortune 500), delivered via an Alight payroll engagement

- Served as first point of contact on payroll-run days, triaging pay-calculation failures, paysheet errors and confirm-pay issues so scheduled pay dates ran on time across multiple US pay groups.
- Configured Pay Calendars, Pay Groups and Pay Sheet enrolments each cycle, ensuring accurate pay-period setup and reducing cycle-day exceptions.
- Built an end-to-end SQR that read Job Data, derived pay-group-specific tax policy and posted tax calculations to payroll tables, improving tax-calculation accuracy by roughly 20% and cutting manual correction effort.
- Configured Electronic Fund Transfers (EFT) and built a PS Query for deferred-compensation eligibility, removing recurring manual identification work each cycle.
- Ran impact analysis across SQR, Application Engine, PeopleCode and Component Interface objects to assess cascading effects of upstream changes before release, preventing production breakage.

- Supported a PeopleSoft-to-Workday migration assessment (source data analysis, payroll object mapping, readiness documentation) and remediated access on custom permission lists during a security assessment, closing control gaps and strengthening audit readiness.
- Delivered six weeks of go-live production support and led weekly stakeholder reviews, translating SQR / PeopleCode logic into plain language and sustaining CSAT above 9.5/10 for nine consecutive months.

ENGINEERING PROJECTS

NEXUS — Autonomous Executive OS | Google Hackathon | Python, FastAPI, Gemini, MCP, Docker

github.com/kssharda0717-dev/nexus-executive-os — ~15,600 lines, 270+ automated tests

- Architected a multi-agent mesh — a primary orchestrator routing to planning, learning, life-admin and proactive-monitor sub-agents — with an APScheduler watchdog that acts without user prompting.
- Built an LLM router giving 8 independent provider endpoints across 4 models, with per-model rate limiting, 429-aware retry with parsed back-off, task-tier quality routing and a circuit breaker that trips the cascade rather than burning quota.
- Wrote a central guardrail validator that inspects every agent tool call before execution — temporal, logic and duplicate rules — and returns a structured rejection with a suggested correction instead of letting the agent write bad data.
- Built an MCP bridge to Microsoft Graph and Slack (OAuth2 authorisation-code flow, delegated mail and calendar scopes) that detects calendar conflicts, posts interactive approval cards to Slack and routes the decision back to Graph; missing credentials degrade to structured 501s instead of taking the platform down. Secured with bcrypt hashing, JWT session cookies and request rate limiting.

Sharda Solutions — Offline-First Commission Reconciliation Platform | Python, SQLite, PyWebView, Gemini

~14,300 lines across 43 source files, 424 automated tests

- Built a single-user desktop application that reconciles monthly insurance commission statements and mutual-fund brokerage against records actually held, surfacing every unpaid item — on real data, 32,330 brokerage lines grouped to 1,276 holdings, isolating 19 live holdings earning no brokerage.
- Modelled the fund-holding master as a Slowly-Changing-Dimension Type 2 ledger that closes rather than deletes, which is the only reason 'still being paid after dropping off the master' is answerable at all.
- Kept the entire fund pipeline deterministic with no model in the path, reading spreadsheets cell by cell and auditing extracted lines against the document's own printed total to the paisa; the insurance path uses Gemini with strict JSON response schemas, temperature 0 and page-split retry. Shipped as a signed native app for macOS and Windows with zero cloud retention of extracted data.
- Cut the distinct-period query from a 30 ms linear scan to 0.06 ms by replacing SELECT DISTINCT with a recursive loose-index (skip) scan — cost now grows with months, not with the million-plus rows behind them.

PE Intelligence — Local-First Natural-Language Analytics | Python, DuckDB, multi-model LLM

- Converted English and Hinglish questions into DuckDB SQL over a 1.5M-row trade warehouse, sending only column names and the question to the model — every row stays on the user's machine, so the answer to 'where did our data go' is 'nowhere'.
- Integrated five swappable model backends (Gemini, OpenAI, Claude, Grok, DeepSeek) behind one interface, and shipped it as a zero-terminal signed desktop app with a ~2-second cold start and a silent first-run Python environment bootstrap.

EverythinInAI — Autonomous AI-Tool Discovery Engine | Node.js, TypeScript, Supabase, Gemini, OCI

github.com/kssharda0717-dev/EverythinInAI — ~30,200 lines

- Ran a 24/7 multi-stage pipeline — collection from GitHub, Hacker News and RSS, weighted heuristic pre-filter, Gemini classification into a 9-way content taxonomy, deduplication — cataloguing 10,000+ AI tools at 1,200–2,000 net-new per day with zero failures over a sustained 24-hour run.
- Engineered the reliability layer the pipeline runs on: a cost-guard circuit breaker that refuses calls past a daily spend cap, a rate limiter, a latency tracker, a startup environment validator that fails loudly on bad config, and a resumable monthly-chunk backfill that survives a crash mid-run.
- Defined every scheduled job as configuration-as-code in 16 systemd service and timer units, with self-healing maintenance: automated health reports, dead-link detection and URL validation.

Marque Motors — Automated Lead Ecosystem | Next.js, n8n, Supabase, Gemini

github.com/kssharda0717-dev/marque-motors

- Built a three-part monorepo for a luxury dealership: a customer portal with its own backend-for-frontend fusing vehicle and NHTSA safety data, a 13-node n8n enrichment and LLM scoring pipeline, and an internal CRM with auth, row-level security and realtime updates.
- Made the automation safe to re-run — idempotent upserts on a dedupe key, retry with back-off, graceful degradation when an upstream API is down.

CERTIFICATIONS

Oracle: Fusion Cloud Applications HCM Process Essentials (2026); Fusion AI Agent Studio Foundations Associate (2026); Cloud Infrastructure AI Foundations (2024); Cloud Data Management Foundations (2024); Cloud Infrastructure Foundations Associate (2021). **Microsoft:** Power Platform Functional Consultant PL-200 (2021); Azure Fundamentals AZ-900 (2020); Data Fundamentals DP-900 (2020). **Additional:** New Relic Verified Foundation (2025); ServiceNow ATF and Mendix Rapid Developer (2025); Google Data Analytics Foundations (2020).

EDUCATION

B.Tech, Electronics & Communication Engineering — Sharda University, Greater Noida, India (2020). CGPA 7.68 / 10.0; merit scholarship for three consecutive years.