



Who we are

Our team is made up of both Human Resources and Information Technology experts. We work with our clients to help them standardize recruitment processes, introduce and optimize performance management and establish e-Learning tools. Our experience spans numerous industries, including banking, automotive and IT. In addition to implementing our own HCM solutions, we also specialize in different applications within the Oracle HCM portfolio.

Number of team members

11 consultants/engineers

Operating since

2010

Projects

Successfully implemented recruiting and onboarding Oracle HCM modules with core systems integration. Four Harmonix implementations in enterprise and financial sectors (recruiting, onboarding, goal and performance management)

Areas of expertise

Human resources, employee management, self-service, absence management, recruiting, requisition, candidate sourcing, candidate selection, evaluation, onboarding, transitions, off boarding, performance management, performance assessment, goal settings, career planning, cloud SaaS implementation, integration

Technology expertise

Oracle Taleo Recruiting & Onboarding release 15A
Oracle Fusion HCM release 11
Harmonix application portfolio

TEAM CERTIFICATIONS

- › Certified Project Management Professional – PMP
- › Certified PMI Professional in Business Analysis - PMI-PBA
- › Certified Business Analysis Professional - CBAP
- › Certified PMI Agile Practitioner - PMI-ACP
- › MCPD Web Developer 4
- › Certified Scrum Master - CSM
- › Certified Scrum Product Owner – CSPO
- › Oracle Taleo Recruiting Cloud Service 2013 Certified Implementation Specialist (1Z0-474)

OVERVIEW OF SERVICES AND PROSPECT NEEDS

Comtrade SI Talent Management Services

Implementation of Oracle HCM Recruiting with (or without) Oracle HCM Onboarding (according to Comtrade SI FSO)

Additional services related to the implementation of Oracle HCM Recruiting with (or without) Oracle HCM Onboarding:

- Implementation of additional candidate portals, Candidate Selection Workflows, On-boarding processes/forms
- Changes of current configurations/ features
- Implementation of additional features:
 - multi-language deployment
 - off-boarding
 - PDF forms (within the selection process)
 - Dynamic Approval Routing
 - other features
- Upgrade to new Oracle HCM release(s)
- End user training
- Document creation (business processes, training materials, configuration workbooks)
- 3rd party integration through TCC
- Creation of additional reports through OBI

Taleo Performance Maintenance/Support

Prospects

Companies that plan to implement Oracle HCM Recruiting with (or without) Oracle HCM Onboarding

Companies that have Oracle HCM Recruiting/Oracle HCM Onboarding implemented, but do not have maintenance/support partner/contract

Companies that have Taleo Performance in production, and do not plan to switch to Fusion





Comtrade SI Talent Management Services

Implementation of Oracle HCM Talent Management (goal management, performance reviews, succession planning, talent profiles)

Upgrading from old Taleo Performance Management to Oracle HCM Performance Management (Fusion)

Oracle HCM Learn

Core human resource solutions are offered through Comtrade Harmonix HR application portfolio, including:

- Harmonix core employee management
- Harmonix absence management
- Harmonix self-portal for employees

Harmonix solution can be integrated with the company's existing solutions and systems:

- Payroll solution
- Access control and time management systems
- Active directory
- Other relevant IT systems and solutions

Harmonix is fully integrated with Oracle HCM solution.

Prospects

Companies that plan to implement Performance Management System

Companies that have Taleo Performance implemented, but want to switch to Oracle HCM (Fusion Performance Management)

Companies that have one of Oracle Performance Management systems implemented (Taleo Performance or Fusion Performance) and want to build comprehensive Talent Management solution by adding e-learning platform

Companies that only want to have an e-learning solution





Companies that need a central employee database with a single point of entry, data availability and security, absence planning and management, and accurate and precise data for payroll process

Companies that want to improve relationship with employees by encouraging them to participate in HR processes

BUSINESS REQUIREMENTS

- › An efficient recruiting and hiring process to be able to attract, screen and hire the best talent
- › Provide a positive experience for new hires, ensure they are productive from day one and nurture employee loyalty
- › Deeper insight into employees' performance, talents, potential, risks and skill gaps to be able to strategically manage human resources
- › Increase employee efficiency
- › A cost-effective, subscription based solution for talent management that is mobile, collaborative and engaging

SELECTED REFERENCES

Client	Solution
 <p>Comtrade Group www.comtradegroup.com</p>	› Oracle HCM
 <p>FIAT Chrysler Automobiles Serbia www.fiat.com</p>	› Harmonix
 <p>AIK Bank Serbia www.aikbanka.rs</p>	› Harmonix
 <p>Milšped www.milsped.com</p>	› Harmonix