Simon Kreis, M.Sc.

Senior Oracle HCM & Agentic AI Consultant

Montreal, QC, Canada · simon@kreisconsulting.ca
kreisconsulting.ca · linkedin.com/in/simonkreis · github.com/SimonKreis

Profile

Oracle Fusion Cloud HCM consultant and module lead building agentic AI inside the ERP. 9 years in enterprise IT, 5 in Oracle HCM (Deloitte, IBM): 4 end-to-end implementations for organizations of ~600 to 23,000 employees. Designed a multi-agent Oracle AI Agent Studio pipeline with RAG and guardrails. Certified in AI Agent Studio, Oracle Recruiting and Talent.

Skills

AI & agentic systems: Generative AI (LLMs) · AI agents & multi-agent design · Oracle AI Agent Studio · Retrieval-augmented generation (RAG) · Conversational AI · Agent guardrails & testing · Prompt & context engineering · Agent harnesses · Model Context Protocol (MCP) · Agentic coding (Claude Code) · LLM orchestration

Oracle Fusion Cloud HCM: Oracle Recruiting Cloud (ORC) · Recruiting Booster · Talent Management · Core HR · Fusion Security · Fast Formula · Approvals/BPM · Visual Builder Studio · HDL · FBDI · Quarterly updates & Redwood · AMS

Data & integration: Python · SQL · TypeScript · HTML/CSS · REST/SOAP APIs · Microsoft Graph · Azure app registrations · CPaaS · Workflow automation · Power BI (PL-300) · OTBI · BI Publisher · Excel & VBA · Data conversion & migration · ETL · Data governance

Delivery methods: Solution design · Requirements & user stories · Acceptance criteria · SIT/UAT · Test automation (Playwright) · Defect triage · Go-live & hypercare · Agile/Scrum · Jira · Azure DevOps · Git & GitHub · BPMN

Soft skills: Module leadership · Stakeholder management · Workshop facilitation · Change management · Coaching & knowledge transfer

Languages: French (native) · English (fluent, C2)

Experience

IBM · Oracle HCM Consultant

Sep 2022 – Present

- Across IBM mandates: Recruiting and Talent expertise and work-package estimates on 3–5 bids; contractual change requests scoped

Innergex Renewable Energy · HCM Modules Lead (AMS) Aug 2026 – Present

Application Management Services on the live Oracle HCM estate.

Renewable-energy multinational, ~600 employees, 4 countries (Canada, US, France, Chile).

- Incident resolution: HCM bugs across the full footprint, including Workforce Structures, Compensation, Learning; 2–4 tickets a day
- Quarterly updates: owner for the client; release-notes impact analysis and testing
- AI-assisted delivery: ticket triage, documentation, test scripts, data preparation

Chantier Davie Canada · Recruiting Booster & AI Agent Studio Module Lead Sep 2025 – Aug 2026 · 12 mo

Oracle Recruiting Cloud, Recruiting Booster and AI agents, end to end; go-live Jul 2026.

Defense-sector shipyard, Lévis, QC.

- Agent pipeline: Oracle AI Agent Studio flow for candidate communications, rebuilt and extended; bilingual routing, custom fallback agents, RAG over 9 knowledge bases; designed, configured and tested end to end

- Agent design: career and application advisor (role fit against the candidate's CV, company Q&A, application follow-up); ~12 nodes and sub-agents; behavioral guardrails against reputational risk
- Root-cause analysis: AI agent failure traced to blocked REST calls in network traffic; Oracle support escalation driven to vendor confirmation
- Candidate messaging: SMS, email and WhatsApp channels for a ~1,200-hire ramp-up; API access via Azure permissions; Teams, Meta WhatsApp and Syniverse CPaaS over REST
- Scope live: Recruiting, Recruiting Booster, OTBI recruiting reporting, recruiting integrations, security, Fast Formulas
- Data conversion: recruiting conversion strategy for the cutover plan; HDL loads; data governance for the go-live
- AI-assisted delivery: documentation, test scripts, HDL data preparation

Sépaq · Recruiting Module Lead & BI Developer Nov 2023 – Aug 2025 · 22 mo

Oracle Recruiting Cloud, end to end: legacy replacement, go-live, support, Redwood activation.

Quebec Crown corporation, ~3,400 employees.

- Reporting: ~5 OTBI dashboards for recruiting leadership (data models, custom SQL); BI Publisher offer letters on a generated XML data model; ETL and data quality for reporting
- Configuration: Fast Formulas automating candidate-selection steps; approvals and BPM workflow; Visual Builder Studio candidate experience; branded HTML/CSS templates
- Security: custom roles, data security policies, areas of responsibility
- Quarterly updates: impact analysis, Redwood transition
- Client & change management: workshops, stakeholder alignment, admin training, test coaching through configuration and testing

Innergex Renewable Energy · Recruiting Module Lead Jan 2023 – Oct 2023 · 10 mo

Oracle Recruiting Cloud implementation, end to end through go-live.

Renewable-energy multinational, ~600 employees, 4 countries.

- Module delivery: requirements workshops, configuration, bilingual career site; admin training, test coaching
- Integrations: Teams, LinkedIn, DocuSign; client guided through Azure and Microsoft Graph app registrations

Sépaq · Conversion Lead Sep 2022 – Jan 2023 · 5 mo

Core HR and Talent data conversion off legacy systems.

Quebec Crown corporation, ~3,400 employees.

- Core HR and Talent records: HDL and FBDI loads, validation controls; Quebec Law 25 privacy, masked test data

Deloitte Canada · Oracle HCM Solution Designer Jun 2021 – Sep 2022 · 16 mo

Federated Co-operatives Limited · Talent Management Support Implementer Jun 2021 – Sep 2022 · 16 mo

Talent Management implementation, end to end.

Western Canadian wholesale and retail co-operative, 23,000 employees.

- Goals, Performance, Talent Review, Succession: rating models, KPIs, workflows; 50+ user stories to testing

City of Grande Prairie · QA Analyst Apr 2022 – Sep 2022 · 6 mo

SIT/UAT strategy for the Talent module.

Municipal government, Alberta; concurrent with the FCL mandate.

- Test strategy: scenario design, SIT and regression execution, defect triage to resolution, quality governance

Government of Saskatchewan · Data Analyst Sep 2021 – Nov 2021 · 3 mo

Payroll reconciliation through hypercare.

Provincial government; concurrent with the FCL mandate.

- Payroll reconciliation: automated with Excel, SQL and VBA; application support after go-live

Azurdev · Product Manager

Aug 2020 – Jun 2021 · 11 mo

- Go-to-market: market research, customer acquisition and UX testing for a CMS product

ARCHICONCEPT · Internal IT Consultant

Sep 2017 – Aug 2020 · 36 mo

- In-house IT: servers, network, security, identity, backups; Microsoft 365 and remote-work transition

Projects

The Self-Contained Harness github.com/SimonKreis/self-contained-harness — Sep 2026 – Present
Framework for agent context engineering: one folder per theme, distilled and pruned by AI agents; public draft.

kreisconsulting.ca — Sep 2026 – Present
Bilingual consulting site shipped by Claude Code agents, no hand-written code; Astro, Lighthouse 100.

The Verification Loop github.com/SimonKreis/verification-loop — Aug 2026 – Present
Book-length theory of verification in markets, states and AI; drafted by orchestrated AI agents, source-audited.

Keller Strategies github.com/SimonKreis/keller-strategies — Nov 2025 – Present
Tactical asset allocation engine: published strategies verified line by line against source papers. Stack: Python.

Clockwork github.com/SimonKreis/clockwork — Jul 2026 – Sep 2026
Oracle Fusion test engine: plain-label tests, no selectors; passed on a real pod. Stack: TypeScript, Playwright.

Permanent Capital Index github.com/SimonKreis/permanent-capital-index — Sep 2026
Open benchmark of permanent-capital allocators, selected by structure, not performance. Stack: Python.

Certifications

OpenAI Consultative Solutions Practitioner	2026
Oracle Recruiting Cloud 2026 Certified Implementation Professional	2026
Oracle Talent Management Cloud 2026 Certified Implementation Professional	2026
Oracle Fusion AI Agent Studio Certified Developer Professional (Rel 1)	2025
Oracle Fusion Data Intelligence 2024 Implementation Certified Professional	2025
Oracle Analytics Cloud 2024 Certified Professional	2025
Microsoft Certified: Azure Data Engineer Associate (DP-203)	2025
Microsoft Certified: Power BI Data Analyst Associate (PL-300)	2023
Google Data Analytics Professional Certificate	2022

Education

HEC Montréal · Graduate Microprogram in Business Analysis (IT) — 2020 – 2021

HEC Montréal · M.Sc. in Management, with thesis — 2017 – 2019
Thesis in intercultural management: workplace integration of Indian IT professionals in Montreal.

Université de Montréal · B.Sc. in Sociology — 2015 – 2017

Université de Montréal · Major in Anthropology — 2013 – 2015