

Job Profile

Job Title	Oracle e-Business Suite Analyst		
Job Reference No.	HOMEJD718	Date of issue:	Sep 2026

The job in a nutshell...

As a member of the IS ERP Team you will provide extensive functional domain expertise across the Oracle e-Business Suite and its integrated systems.

You will be responsible for supporting the existing Oracle e-Business Suite System, as well as extending or adapting the functionality of the system for all current and future implemented modules.

What success will look like...

You will work as a functional expert for the Oracle eBS system on issue resolution, alongside the other IS ERP team members within the wider IS department and when working with external stakeholders (e.g. DBAs, Oracle Support)

You will be responsible for all aspects of the Functional Oracle e-Business Suite configuration to ensure business outcomes are delivered. This will include identifying development opportunities, efficiencies and simplifications.

You will work with other ERP team members to enhance their capabilities and spread of expertise through knowledge transfer and coaching.

Regularly engaging with colleagues and key stakeholders (Architecture Team) to deliver continuous improvement and change management around the wider e-Business Suite implementation.

Assist with defining standards and assessing risk when giving authorised parties access to the different environments, keeping passwords safe, and helping to restrict access where required.

Monitor outputs from the routine interface jobs and take ownership of investigating any issues reported via automated alerts.

Work with auditors, facilitating their reporting, answering any queries, and effectively resolving any conflicts/actions.

Create Standard Operating Procedures documentation for use by the support team colleagues detailing a standard approach to specific and repeatable system service requirements.

You'll already have these **brilliant** skills, qualifications and knowledge...

Transferable Skills.	Technical qualifications, experience and knowledge.
We are self-starters • Be well organised • Be proactive • Strive to get it right first time • We have an eye for detail	Oracle e-Business Suite Experience • Significant experience as an Oracle e-Business Suite Analyst or Consultant, or equivalent experience • Hands-on experience of Oracle e-Business Suite modules including Financials, Projects, HR, Payroll, Compensation Workbench and Learning Management • Experience supporting Oracle e-Business Suite and integrated applications from a functional perspective • Experience delivering end-to-end solutions from requirements gathering through to testing and implementation
We are intuitively collaborative • Work together to understand how our strengths complement each other in achieving our goals • Mentor and shadow others to share knowledge • Be brave, communicate and collaborate with people beyond your usual team	Communication & Documentation • Confidently engages with stakeholders and can communicate with technical and non-technical audiences alike • Ability to write system specifications, high and low-level design documents • Ability to produce policy documentation and standard operating procedures in non-technical language • Able to explain solution options, impacts and recommendations clearly
We have a creative spark • Be curious and ask "Why not?" • Think outside the box about how things can be done more efficiently and effectively • Act on your ideas, make things happen!	Upskilling & Continuous Improvement • Ability to upskill rapidly in new areas or technologies • Willingness to engage with external organisations to exchange knowledge and experience • Works with partners and colleagues to identify root causes and best practice solutions

	Experience supporting roadmaps, continuous improvement and the adoption of agreed standards
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We'd also love you to have, or be **brilliant** at... (but don't worry if not)

Ability to recommend patches for targeted issue resolutions as well as help with establishing a routine patching cycle for the Oracle e-Business and underlying/related technologies (RUP, one-off application patches, security, application upgrades, database upgrades).

The job is around functional support, but also some basic technical know-how in the Oracle EBS arena, in particular with SQL, PL/SQL, BI Publisher, Workflow, Forms and OAF Page personalisations and Web ADI.

Any experience in working with internal or external auditors will be a plus.

We're all **accountable** for...

Health and Safety of our ourselves and others; put simply this includes taking the time to complete all learning, understanding your role-specific responsibilities, working with reasonable care and taking steps to address and report problems related to Health and Safety.

Taking a proactive approach to your learning and development to be the best you can be. This includes understanding and keeping up to date with all our relevant policies and processes as well as taking advantage of all the learning opportunities and resources available to you ... they're there for a reason but don't worry, we'll help keep you informed along the way.

Promoting equality, diversity and inclusion as a top priority at Home Group; leading by example in your actions and demonstrating our Brilliant People behaviours.

Keeping things compliant! You'll have role-specific and organisational goals but it's important you take these seriously and keep people and information secure and safe within the scope of doing your bit here at Home Group.

Comfortable operating in a modern digital workplace, including using digital tools to work collaboratively and productively.

Other **important** stuff...

Budget Holder	No	Budget value up to £	N/a
Manages People	No	# of direct reports circa	N/a
Travel	Occasional	Driving Essential	No
DBS	None		

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