

# Land Acknowledgment

In the spirit and intent of the Truth and Reconciliation Commission's recommendations, at the beginning of all Hispanotech meetings we acknowledge the traditional Indigenous territories on which we gather.

By learning, understanding and acknowledging, we wish to pay respect to Turtle Island, Mother Earth, and to the rich Indigenous history of Ontario.

We recognize that our work takes place on traditional Indigenous territories across Canada. We also wish to acknowledge that this meeting is taking place on the traditional Indigenous territory of the Huron-Wendat, Haudenosaunee and, most recently, the territory of the Mississaugas of the Credit.

This territory is part of the Dish With One Spoon Treaty, an agreement between the Anishinaabeg, Haudenosaunee and allied nations to peaceably share and care for the resources around the Great Lakes. This territory is also covered by the Upper Canada Treaties.

We wish to express our gratitude to Mother Earth for the resources we are using, and honour all First Nation, Métis and Inuit people who have been living on this land since time immemorial.

**Tkaronto, Turtle Island**

# Possibility Starts Here

Hispanotech – Latino Voices in Oracle

Oracle Latinx Alliance Network (OLA)



# Meet the Team



**Alejandro Suárez**  
Project Manager  
CS, Oracle NetSuite



**Alessandra Guimaraes**  
Senior Consultant  
ACS, Oracle NetSuite



**Rodolfo Leyva**  
Practice Manager  
CS, Oracle NetSuite



**Kaitlyn Pacheco**  
Sr. Recruiting Liason  
Enablement, Oracle NetSuite



**Meaghan De Laurentis**  
Director  
Enablement, Oracle NetSuite



**Tania Teran**  
Practice Manager  
ACS, Oracle NetSuite



# Agenda for Today

1. Oracle & Oracle NetSuite
2. Employee Resource Groups
3. Oracle Latinx Alliance Canada
4. Campus Hiring 2023/2024–
  - Customer Associate Accelerate Development Program
5. Oracle and YOU: Latino Voices in Oracle





## ORACLE as Cloud Leader

- World's most complete, integrated cloud
- 430,000 customers in 175 countries
- #1 provider for cloud applications
- USD \$42.4 billion GAAP revenue in FY2022
- 133,000 employees including 41,000 developers & engineers
- More than 18,500 patents worldwide



# Rethink Oracle

We're the only technology provider that offers both

## Integrated Suite of Cloud Applications and a Cloud Infrastructure Platform

Oracle develops innovative, **breakthrough technologies.**





# Oracle NetSuite Overview

## Our mission is to help our customers with the following:

- Streamline their business processes
- Run efficiently on NetSuite to achieve their business vision

## With ERP:

- *Accounting is the core!*
- Inventory Management is transparent
- Order Management is seamless

## The Business Value

- Real time view of data across the business
- Improve financial compliance
- Automate business operations
- Integrate many business functions into 1 system.



# Oracle NetSuite: The Numbers



The first  
cloud company

**ORACLE  
NETSUITE**  
Global Business Unit



**32,000+**  
Customers worldwide



Customers in  
215+ Countries  
and Dependent  
Territories



Record  
Growth







# Trusted by 32,000+ Customers

Every Size. Every Industry. In Every Part of the World.

Software	Services	AMP	Nonprofit	Manufacturing	Wholesale Distribution	Retail



# Oracle Employee Resource Groups (ERGs)



## Alliance of Black Leaders for Excellence

We work together to enrich the careers of Black professionals at Oracle. We focus on inclusive recruitment, retention, and community engagement.



## Generations of Leaders Organization

We encourage collaboration across generations and promote inclusivity and learning in a thoughtful way that benefits all ages.



## Military and Veteran Employee Network

We leverage the unique value that our military community brings and work together to advance veteran careers in meaningful ways.



## Oracle Diverse Abilities Network

We aim to create an open-hearted and accessible work environment for people of all abilities. We fulfil our mission through advocacy, outreach, and education.



## Oracle Latinos Alliance

We nurture the leadership abilities of Latino employees. We help recruit Latino talent and engage the wider community in creating more opportunities.



## Oracle Pride Employee Network

We promote awareness and understanding of LGBTQ+ issues, provide a strong support network, and champion equality at work and beyond.



## Oracle Professional Asian Leadership

We help advance the professional development of our Asian community. We raise cultural awareness, provide mentorship, and networking opportunities.



## Oracle Women's Leadership

We develop, engage and empower female leaders by promoting leadership training, strengthening networks and paying it forward.



# Oracle Latinos Alliance

*Enabling the Latino community to thrive in the workplace.*



**Vision:** OLA members are **champions of diversity and inclusion** who continuously seek to increase community membership and awareness, to offer a platform for meaningful discussions regarding culture, technology, business value, and career advancement.

**Mission:** OLA's mission is to provide our Oracle LatinX members a community where they can **thrive personally and professionally.**



**Goals:** OLA's goals are centered on developing talent, building networks, creating business impact, **strengthening leadership skills, and giving back to our communities** through various volunteering and networking activities.





# Oracle Latinos Alliance

Network of chapters intended to develop and nurture the leadership abilities of Latinx & Hispanic employees at Oracle. OLA gives a voice to the Latinx & Hispanic community at Oracle and works together to increase access to opportunities and professional growth, recruit and develop Latinx talent, and engage in the wider community.





# OLA Canada objectives

## 01 - Engage

Promote the values of OLA in Canada, expand your network and connect with the Latinx community.



## 02 – Attract & Support

Retain and develop Hispanic & Latinx employees in Oracle Canada. Support recruitment of potential candidates.



## 03 - Collaborate

Promote internal collaboration with OLA chapters and external partnerships to develop the Hispanic & Latinx community



### CORE ACTIONS:

- 1. Partnerships
- 2. Develop & Inspire





# OLA Canada Pillars



Events and meetups

- Networking and mentoring events (e.g. Watercooler)
- Hispanic Heritage Month
- Collaboration with the OLA network



Develop & Inspire

- Toastmaster alliances
- Buddy Program
- Conferences
- Training resources



Executive Coaching

- OLA Leadership program
- HITEC Emerging Executive Program
- HITECH Spring Summit



Internal Projects

- Oracle Campus
- Volunteering – Give back



# Join us now to...

- Create the market leading products our competitors are using
- Experience innovation first-hand
- Build market-leading solutions
- Trail blaze and *Create the Future* with us!

Learn more about our [ERP Oracle NetSuite](#)

[Oracle Careers Helping our Customers Succeed](#)



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# Oracle NetSuite Campus Hiring 2023/2024





## Kaitlyn Pacheco

Sr. Recruiting Liaison – CS Enablement  
Oracle NetSuite  
Toronto

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## Meaghan De Laurentis

Director – CS Enablement  
Oracle NetSuite  
Toronto

# Full Time Campus Roles – 2024



Join us as a **recent college graduate**, and our **Customer Associate Accelerate Development Program** will help you build product knowledge, develop your consulting skills, and more!



**Training:** Business Skills, Product, Methodology



**Hands On:** Case Study, Teach Backs, Gamification



**Mentorship:** Teamwork and Mentor pairing

## Functional Associate Consultant

Enhance your skills and build a solid professional foundation.

### Majors

Business  
Engineering  
Business & Mgmt

## Technical Associate Consultant

Enhance your skills and build a solid professional foundation.

### Majors

Engineering  
Computer Science

## Education Associate Consultant

Enhance your skills and build a solid professional foundation.

### Majors

Business  
Psychology  
Marketing



**OPEN ROLES**

**Recent Graduates - 1 Year Post-Grad**

# Internships – 2024

Join us as a **current student**, and our **Internship Program** will help you build product knowledge, develop your professional skills, and more!



**Training:** Business Skills, Product, Methodology



**Hands On:** Gamification, Deep Dive Sessions



**Mentorship:** Buddy-Up, Career and Culture

## Functional Support Analyst Intern

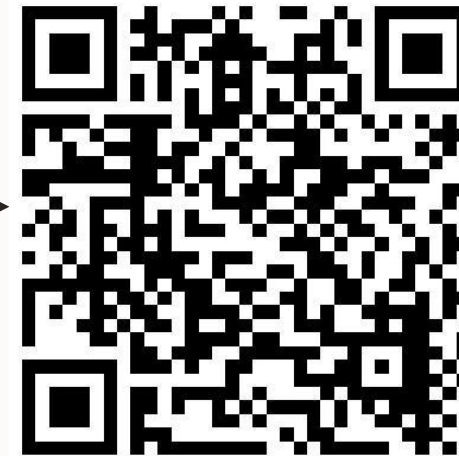
Troubleshoot customer questions by email & phone

**Majors**  
*Business*

## Learning Advisor Consultant Intern

Deliver advising & basic usability sessions

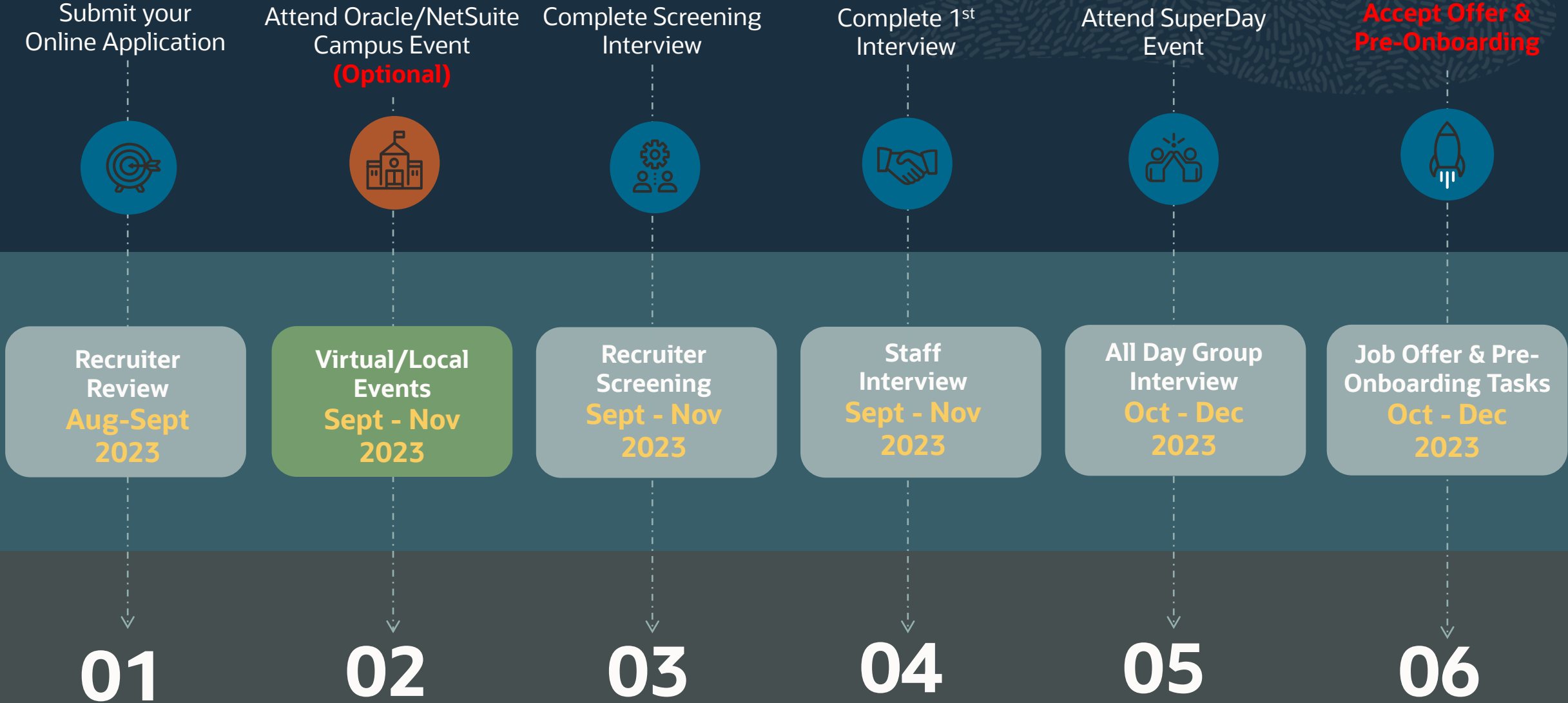
**Majors**  
*Business*



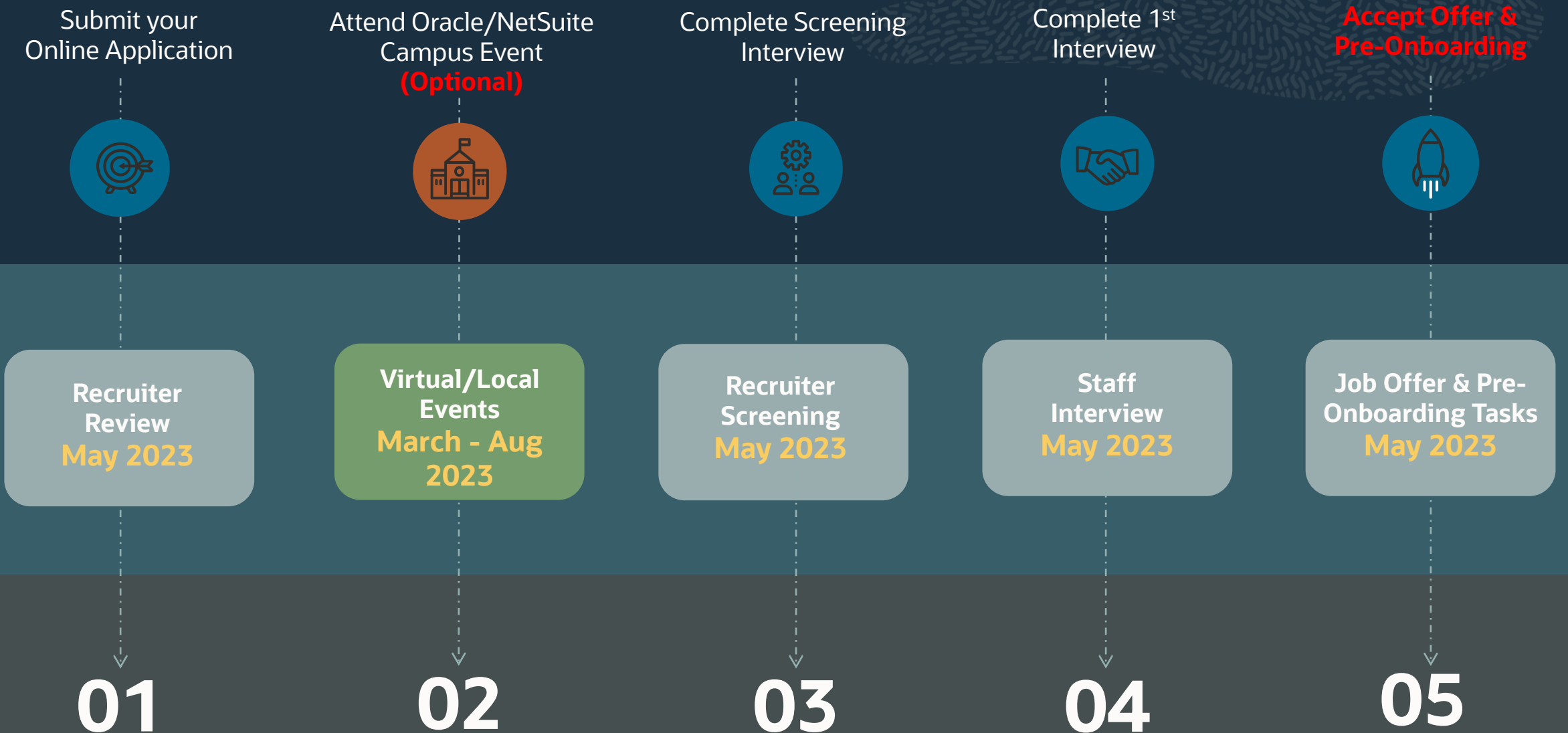
**OPEN ROLES**

**Current Students – 3<sup>rd</sup> & 4<sup>th</sup> Year**

# 2024 CAMPUS HIRING PROCESS TIMELINE



# 2023 INTERNSHIP HIRING PROCESS TIMELINE



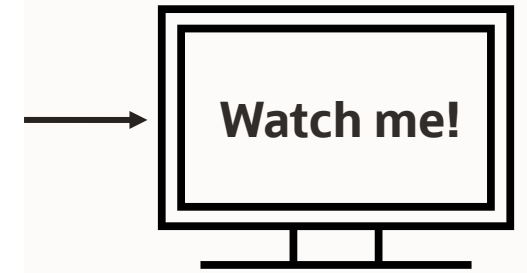
# NetSuite Explorer Pass – Your Personal NetSuite Learning Centre

New to NetSuite or looking to expand your knowledge and skills?

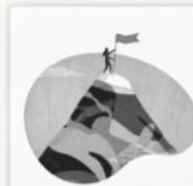
The **LCS Explorer Pass** is a free and easy way to learn the basics of NetSuite.

## How to Access:

1. Visit: [mylearn.oracle.com/netsuite](https://mylearn.oracle.com/netsuite) and click “Explore Free Content”
2. Start with our “**Introduction to NetSuite**” Course



### Discover your path



#### Learn About MyLearn

Learn how to master this platform, how to find what you need, and what the different features will do to mak...



#### NetSuite Fundamentals

Here you will find core content and training, designed to shorten your ramp up and set you off on the righ...



#### Live Events

Direct and live access to our instructors has never been easier. Sign up for live events to participat...



#### Explore Free Content

Check out our free collection, designed to help anyone understand what NetSuite offers to help you...

# Next Steps

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Visit QR Codes OR Contact:

[nsrecruitingliaisonnoam\\_us@oracle.com](mailto:nsrecruitingliaisonnoam_us@oracle.com)

Start Your Success Story



Campus Jobs



Scholarships



Explorer Pass





# Panel: Latino Voices in Oracle

ORACLE AND YOU



# Panelists:



Practice Manager, ACS-Customer Success  
MBA, PMP



Caracas, Venezuela  
Toronto, Canada



Software Engineer  
MBA, Finance



Consulting Global Experience  
ERP Certified  
Portfolio Management



**Alessandra Guimaraes**  
Senior Consultant  
ACS, 10 years of experience in IT



SP, RJ + 3 Cities, Brazil  
Kalamazoo, USA  
Toronto, Canada  
Vancouver, Canada



Bs Computer Science



Senior Consultant  
ERP Sales Executive  
Implementation Consultant



**Alejandro Puello**  
Project Manager  
PMP, 13 years of experience



Bogota, Colombia  
Toronto, Canada



Industrial Engineer  
Msc of Mechanical Eng



Program Manager  
IT Project/Delivery Manager  
Business Analyst



**Rodolfo Leyva**  
Practice Manager, Customer Success  
PMP, APM, SMAC



Mexico City, Mexico  
Kingston, Canada



BA Business Administration



Project/ Program Manager  
Oracle Functional Consultant





**Tania Teran**



**Alessandra Guimaraes**



**Alejandro Puello**



**Rodolfo Leyva**

**How did I prepare for the Canadian market?**

I came to Canada in 2000 to study English and fell in love with the country and people. I was determined to come back to work. I focused mostly on improving my language skills and certifications and/or Education that were recognized globally.

**How did I prepare for landing a job at Oracle?**

I joined NetSuite in August 2011 when I decided to change my job. I was looking for a Company that allowed me to growth and in which I could be myself and use my native language as an asset. I was in contact with a recruiter and reviewing the opportunities with frequency. Attended multiple interviews, until I got the job offer.

**How I started my journey in Canada?**

I first visited Toronto during my University years in USA. I arrived to live in Canada in May 2002. An insight from a friend led to filing PR Immigration Paperwork 2 years prior from Brazil. I was hired as an Implementation Consultant for Manufacturing and Distribution by an ERP Vertical Provider.

**How did I prepare for the Canadian market?**

I was dedicated to good Academic work and improving my fluency in English at my University in USA. My Professors arranged an Internship to be part of the Upjohn & Pharmacia Executive Merger Requirements Meetings. It was a very successful experience, and I had 3 offers to stay.

**How did I prepare for the Canadian market?**

I got exposure to the Canadian work culture while working on Projects in France and Colombia with Canadian companies. Also, honing my English and French language skills was key, and certifications.

**How did I prepare for landing a job at Oracle?**

After having 3 Canadian work experiences, I applied for a Project Manager role in the AMP Services vertical in September 2021. I started working on the role in November 2021.

**Key points:** Knowing your career, and articulating it in a **structured, concise and clear** during the recruitment process.

**How I started my journey in Canada?**

I arrived in Canada in April 2017 as an entrepreneur – Oracle Gold Partner Consulting Firm – after 9 months I decided to exit the company.

**How did I prepare for the Canadian market?**

I started attending all possible networking events and joined different non-profit organizations as volunteer (ExaTec/ UnstoppableMe/Xchange Ontario) and participated in mentorship program (Hipanotech/JVS-Triec/Acces Employment)



### How does a week look like for me?

I manage a portfolio of about 160 customers and growing, responsible for teams in the US, Canada and Uruguay. I review the health of the portfolio, have a pulse on the customers satisfaction and the team every day plus work continuously in improving our delivery practice.

### What skills are needed for the ACS practice manager role?

Consulting and management experience are a must. Able to strategize the changes required in the practice, processes, delivery to a greater team performance, customer satisfaction and ultimate revenue growth.

*"I love our very collaborative and supportive culture. While being better every day in the product, we create the future by listening the ideas of everyone. It is fascinating!"*

**Tania Teran**



### How does a week look like for me?

I am the Functional Consultant in 10-12 Client Accounts with different levels of complexity. Some of my accounts have multiple subsidiaries, operating in different countries and multiple currencies.

### What skills are needed for the ACS Consultant role?

It is very important to study and develop product knowledge. Be curious & have initiative. Communicate well to understand client requests. Customers love Problems solved.

*"I love the bubbly work environment - it is very interactive. We have extensive access to training and gain experience very quickly".*

**Alessandra Guimaraes**



### What is my role in Oracle NetSuite?

As a Project Manager at NetSuite, I manage mostly ERP implementation projects.

I manage scope, timeline, budget, resources, risks, and communications of internal NetSuite teams (Consultants, Account Managers, Delivery Leads, and Support), and clients for the AMP industry.

### How does a week look like for me?

I manage between 8 and 10 ERP and related projects simultaneously in different phases and complexities.

*"We have a voice and support to advance our careers with internal resources. Proximity and openness of the executive team help me get insights to mindsets and skills to growth"*

**Alejandro Puello**



### What challenges did I overcome?

Took me 9 months to land my first job.

### What is my role in Oracle NetSuite?

Practice Manager within AMP vertical I manage projects portfolio for ERP implementations, including project staffing, team utilization and escalations.

Responsible for delivery of projects, budget, people management, and performance.

*"What I love about working at Oracle NetSuite as a Latinx is the culture, flexibility, and growth Opportunities"*

**Rodolfo Leyva**





# Questions?

# Contact us



Rodolfo Leyva  
Valencia



Alejandro Suarez



Tania Terán

Find our job openings [HERE](#)



Pablo Camejo



Angela Patricia  
Güiza

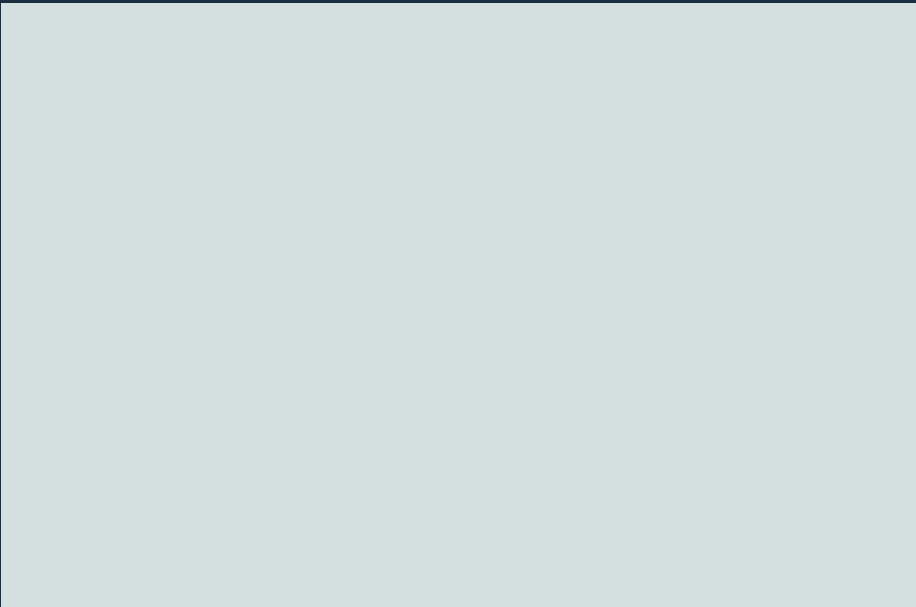


Alessandra Machado  
Guimaraes



# Follow us at Oracle Careers:

Oracle Careers



The screenshot shows the Instagram profile for 'oraclecareers'. At the top, the Instagram logo and a search bar are visible. The profile name is 'oraclecareers' with a verified badge. Below the name are options for 'Message', a dropdown menu, and a three-dot menu. The profile statistics show 1,476 posts, 21.4k followers, and 297 following. The bio identifies the account as 'Oracle Careers Computer Company' and includes the text: 'Here, you can do what you love and change lives while you do it. Explore #LifeatOracle and create the future with us.' A link to a diversity-inclusion page is provided. Below the bio, it says 'Followed by oracle, paudug, and memoacevesp'. A row of seven story highlights is shown with circular icons and labels: 'Career Rela...', 'Oracle for All', 'Career Advi...', 'Campus to ...', 'Life at Oracle', 'Oracle Pride', and 'Future Crea...'. At the bottom, there are tabs for 'POSTS', 'IGTV', and 'TAGGED'. The 'POSTS' tab is active, showing three posts: a yellow graphic with the text 'Innovation starts with inclusion' and 'The Valuable 500' logo, a portrait of a smiling man in a suit, and a portrait of a smiling woman with glasses.





Thank you for  
joining us!

