



<https://excelnearshore.com/job/oracle-ebs-technical-developer/>

Oracle EBS Technical Developer

Description

Excel Nearshore is looking for a **Oracle EBS Technical Developer** who will have a hands-on production support and enhancement role responsible for designing, developing, and supporting custom solutions within Oracle E-Business Suite R12.2. This is a fully remote and full-time position from Costa Rica, in payroll with benefits.

The role spans Financials, Supply Chain Management, CRM, including GL, AP, AR, Fixed Assets, Cash Management, Inventory, BOM, WIP, Costing, Purchasing, Order Management, Shipping.

This is not a project-only role. Candidates with only implementation or generic Oracle development experience, without real-time production support and close-cycle exposure, are not suitable for this role.

Responsibilities

- Design, develop, and maintain changes to oracle modules Financials, SCM, Manufacturing.
- Design, develop, and maintain PL/SQL packages, procedures, triggers, and concurrent programs across the modules.
- Design, develop, and maintain reporting through Oracle Reports, XML Publisher (BI Publisher) , Sql reports.
- Design, develop, and maintain Oracle Forms, Workflow, AME.
- Provide senior technical support during month-end, quarter-end, and year-end close cycles.
- Design and support integrations [Inbound/Outbound, Rest] with systems like Salesforce, Agile [D2R PIP] , Thales, ASCP/Demantra, Adaptive, GHX, Billtrust and logistics partners.
- Support banking and cash management interfaces including bank statements, payments, and reconciliations.
- Support MSCA and inventory/WIP label printing using NiceLabel or BarTender.
- Handle integrated L1/L2 support: Triage and resolve development-related tickets (custom code bugs, data migration issues) during business hours (1:00 AM CT Sun – 7:00 PM CT Fri); provide on-call for P1 incidents impacting financial reporting or supply chain.
- Support integrations: Develop and maintain APIs/interfaces using SOA/D2R PIP for connections to third-party systems (Adaptive for budgeting, GHX for SCM, Salesforce for revenue data), ensuring data synchronization and error handling.
- Conduct code reviews, testing (unit/integration), and deployments; perform root cause analysis (RCA) for defects and implement corrective/preventive actions (CAPA) to improve code quality.
- Enforce secure coding practices: Implement encryption, input validation, and audit trails aligned with ISO 27001, HIPAA/GDPR (for PHI in financial/SCM data), and FDA guidelines for medtech traceability.
- Drive automations and AIOps: Optimize code with AI tools (automated

Hiring organization

Excel Nearshore

Employment Type

Full-time

Beginning of employment

ASAP

Duration of employment

Indefinite

Industry

MedTech

Job Location

Costa Rica

Remote work from: Costa Rica

Date posted

July 3, 2026

testing scripts, ML for anomaly detection in AR aging) to support yearly cost reductions and innovation initiatives.

- Collaborate with POD teams (e.g., Functional Analysts, DBAs) on requirements gathering and cross-functional enhancements; contribute to QBRs with dev insights (code efficiency trends in medtech financials).
- Maintain documentation for code, APIs, and change management; participate in Change Advisory Board (CAB) reviews and facilitate knowledge transfer sessions for team continuity.
- Support patches/upgrades: Assist in testing and migrating custom code during EBS updates.

Success Metrics

- Deliver 95% defect-free code deployments (zero P1 bugs post-go-live), measured via testing logs, supporting financial/SCM process stability in medtech ops.
- Complete assigned dev hours within SLAs, reducing MTTR for custom fixes by 15% YoY through RCAs and automations.
- Achieve 100% compliance in code audits (e.g., ISO 27001/HIPAA) with zero findings.
- Contribute 10-15% code automations (AI-generated scripts) annually, aiding Y2/Y3 cost reductions and tracked in innovation fund reports.
- Attain CSAT scores >4.5/5 on dev deliverables and QBR feedback.

Qualifications

- 7–10 years of Oracle EBS technical development experience with strong hands-on experience with:
 - PL / SQL
 - Reports
 - XML Publisher
 - Workflow
 - XSLT
 - Java Concurrent programs
 - AME
 - Shell scripting.
 - Oracle Business Events
 - Third Party Integrations [inbound/outbound].
 - Oracle Integrated SOA gateway
 - Enterprise Command center.
- Strong understanding of Oracle EBS R12.2 architecture and data model.
- Hands-on support of Oracle EBS R12.2.11.
- Strong technical experience across Financials (GL, AP, AR, FA, CE).
- Strong technical experience across SCM (OM Shipping) and Manufacturing (Inventory, BOM, WIP, Costing, Purchasing).
- Proven experience supporting month-end, quarter-end, and year-end close.
- Strong experience with root cause analysis and data fixes.
- Excellent analytical and communication skills.
- Bachelor's degree in Computer Science, IT, or related field.

Certifications

- Oracle EBS Developer Certified or equivalent (e.g., PL/SQL Developer).
- ITIL Foundation; secure coding certs (e.g., CSSLP) preferred.

Contacts

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