https://excelnearshore.com/job/senior-oracle-dba/

Senior Oracle DBA

Description

Excel Nearshore is looking for a **Senior Oracle DBA**, you will lead database administration for our client's Oracle E-Business Suite (EBS) 12.2.11 and related platforms (e.g., OBIEE, SOA, Hyperion, Demantra, ASCP, Agile PLM) across PROD, DEV, TEST, and DR environments. This role focuses on ensuring high availability, performance, and compliance in a healthcare setting handling PHI data. You'll mentor the Junior DBA, integrate L1/L2 support duties, and drive automations/AIOPS initiatives to optimize operations and reduce costs year-over-year. This is a fully remote and full-time position from Costa Rica, in payroll with benefits.

Responsibilities

- Perform advanced day-to-day Oracle DBA tasks, including installation, configuration, patching (e.g., Critical Patch Updates/CPUs), upgrades, and performance tuning (SQL optimization, index management, memory/CPU utilization) for EBS databases and concurrent processing/workflows.
- Lead proactive monitoring (24×7 via automated tools like Oracle Enterprise Manager) and alerting for system performance, availability, and interfaces; conduct root cause analysis (RCA) for incidents and implement corrective/preventive actions (CAPA).
- Manage high availability and disaster recovery (DR) readiness, including backups, restores, and participation in DR testing per clients plan (e.g., failover to secondary site within 24 hours for critical apps).
- Handle integrated L1/L2 support: Triage and resolve Oracle-related tickets (e.g., data integrity issues, journal errors) during business hours (1:00 AM CT Sun – 7:00 PM CT Fri); provide on-call support for P1 critical incidents.
- Support integrations with third-party systems (e.g., Concur, GHX, Salesforce) and middleware (SOA/D2R PIP), ensuring data synchronization and resolving gaps proactively.
- Enforce security and compliance: Implement role-based access controls (RBAC), user administration (onboarding/offboarding), encryption, and audit support aligned with ISO 27001, HIPAA, GDPR, and FDA guidelines for medical device data.
- Drive automations and AIOPS: Identify opportunities for AI-driven predictive maintenance like anomaly detection in query performance and process optimizations to support yearly cost reductions.
- Mentor Junior DBA, collaborate with Infrastructure Engineers and contribute to QBRs with insights on trends (ticket volumes, SLA compliance in MedTech).
- Maintain documentation for configurations, procedures, and change management; participate in Change Advisory Board (CAB) reviews.

Success Metrics

- Achieve 99.9% database uptime for critical Oracle systems, measured monthly via monitoring tools, aligning with SLAs and reducing supply chain disruptions.

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
January 13, 2026

- Reduce Mean Time to Resolve (MTTR) for Oracle-related incidents by 20% YoY through RCAs and AIOPS implementations, tracked in ITSM tools.
- Complete 100% of quarterly patching and DR tests on schedule, ensuring compliance with ISO 27001 and HIPAA (zero audit findings related to DB security).
- Contribute to 15% automation of routine tasks (scripting backups/alerts), supporting overall Y2/Y3 cost reductions.
- Mentor Junior DBA to independently handle 70% of L1/L2 tickets within 6 months, with CSAT scores >4.5/5 from client feedback in QBRs.

Qualifications

- 7-10 years of hands-on Oracle DBA experience, with 5+ years focused on Oracle EBS 12.x in on-premises environments (Linux/Windows OS, VMWare/Hyper-V).
- Expertise in EBS modules (GL, AP/AR, OM, Inventory, etc.), concurrent managers, workflows, and tools like OBIEE, SOA, Hyperion.
- Strong scripting (PL/SQL, Shell) and performance tuning; experience with patching, upgrades, and DR setups.
- Familiarity with ITIL processes (incident, problem, change management) and ITSM tools (e.g., ManageEngine or similar).
- Knowledge of healthcare regulations (PHI handling, HIPAA) and ISO 27001 controls (e.g., access management, logging).
- Excellent communication skills for client interactions; ability to explain technical issues empathetically, focusing on business impacts (e.g., "This tuning will prevent delays in medical device order processing").
- Bachelor's degree in Computer Science or related field.
- **Required certifications:**
  - Oracle Certified Professional (OCP) DBA; OCA/OCP for EBS or Cloud preferred.
  - ITIL Foundation; ISO 27001 Lead Implementer or similar for compliance.

Contacts
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