



<https://excelnearshore.com/job/senior-oracle-hyperion-functional-analyst/>

Senior Oracle Hyperion Functional Analyst

Description

Excel Nearshore is looking for a **Senior Oracle Hyperion Functional Analyst**, to optimize our client's financial planning, budgeting, forecasting, and consolidation processes within Oracle Hyperion 11.2.4. This role focuses on delivering accurate financial insights in a MedTech environment, addressing redundancies with tools like Adaptive Insights and ensuring compliance for regulated operations. You'll integrate L1/L2 support duties into the team, collaborate with EBS Financials and BI teams, and drive automations/AIOPS to enhance financial efficiency and support cost reductions year-over-year. This is a fully remote and full-time position from Costa Rica, in payroll with benefits.

Responsibilities

- Provide functional expertise for Hyperion modules: Configure and troubleshoot Essbase (multidimensional databases), Planning (budgeting/forecasting forms), Financial Management (HFM for consolidations), and reporting tools (Smart View, Financial Reporting).
- Handle integrated L1/L2 support: Triage and resolve Hyperion-related tickets (e.g., calculation errors, data load issues, forecast variances) during business hours; provide on-call for P1 incidents impacting financial reporting or compliance.
- Support end-to-end financial processes: Analyze requirements, conduct fit-gap assessments, and implement configurations/enhancements for planning cycles, including integrations with EBS (GL/AR data feeds), OBIEE/Power BI (dashboards), and third-party tools (Adaptive for overlaps).
- Leverage prior experience with Oracle Hyperion reimplementation or transformation initiatives (e.g., Financial Management, Planning, Essbase, reporting modernization) to provide advisory input, identify risks early, and apply best practices during related integrations, financial process changes, or future roadmap initiatives.
- Collaborate with Finance and reporting teams to ensure alignment between Oracle EBS Financials and Hyperion during enhancements, integrations, or system changes.
- Conduct root cause analysis (RCA) for issues, implement corrective/preventive actions (CAPA), and optimize models to improve financial accuracy in MedTech contexts.
- Enforce compliance and security: Align Hyperion processes with ISO 27001, HIPAA/GDPR (for PHI in financial data), and FDA guidelines; manage user access (RBAC), audits, and data encryption.
- Drive automations and AIOPS: Identify opportunities for AI-driven enhancements to support year-over-year cost reductions and innovation fund initiatives.
- Collaborate with POD teams (EBS Financials, OBIEE, DBAs) on cross-functional issues; contribute to QBRs with insights on MedTech trends (AI in financial resilience for healthcare supply volatility).
- Maintain documentation for applications, scripts, and change management; participate in Change Advisory Board (CAB) reviews and user training.
- Support minor development: Assist with custom scripts (e.g., Calculation

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 23, 2026

Manager) and testing for patches/upgrades.

Success Metrics:

- Achieve 98% financial report accuracy and timeliness SLAs, measured monthly via Hyperion logs, supporting MedTech compliance and decision-making.
- Reduce MTTR for Hyperion incidents by 15% YoY through RCAs and automations, tracked in ITSM tools.
- Complete 100% of quarterly compliance audits (ISO 27001/HIPAA) with zero findings in financial planning areas.
- Implement 10-15% process automations (e.g., AI-predicted variances) annually, contributing to yearly cost reductions and reviewed in innovation reports.
- Attain CSAT scores >4.5/5 on handled tickets and QBR feedback, with demonstrated business value (e.g., 10% improved forecast precision via optimizations).

Qualifications

- 7-10 years of functional experience with Oracle Hyperion 11.x, including Essbase, Planning, HFM, and integration tools in on-premises environments.
- Strong understanding of end-to-end financial planning flows, including integrations with ERP (EBS), BI tools, and external systems in regulated industries like healthcare/MedTech.
- Proficiency in configuration (Planning forms/rules, Essbase outlines), troubleshooting, and performance tuning (calc scripts, data loads).
- Familiarity with ITIL processes (incident, problem, change management) and ITSM tools for ticket handling.
- Knowledge of healthcare standards (HIPAA financial PHI, FDA reporting) and ISO 27001 controls (e.g., access/logging in financial data).
- Excellent analytical and communication skills; ability to translate business needs into Hyperion solutions empathetically, focusing on impacts.
- Bachelor's degree in Finance, Accounting, IT, or related field.

Preferred Qualifications

- Oracle Hyperion Planning/Essbase Certified Implementation Specialist or equivalent.
- ITIL Foundation; CPA or similar for financials.

Contacts

Aarón Acuña Cordero | Human Talent Director

+506 8872-0981