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SPARTA GLOBAL ORACLE FUSION CLOUD (ERP – HCM) CAPABILITY DEVELOPMENT

Service Definition Document



About Sparta Global.

Sparta Global is a global technology services and education business that specialises in building digital, AI, and business capability for organisations across the public and private sectors. Our purpose is to close the technology skills gap by equipping organisations with the people, expertise, and intelligence required to thrive in a rapidly evolving digital landscape.

Through our award-winning Technology and AI institute, we develop AI-native digital professionals ready to excel in tech-driven environments and provide specialist training that enables organisations to build sustainable in-house capability. With more than a decade of cross-industry experience, Sparta Global combines credible business and technology training with flexible, cost-effective consultant delivery to help clients boost workforce capability, reduce hiring risk, and strengthen long-term talent pipelines.

We help public-sector bodies meet DDaT and GDS standards by modernising legacy systems, adopting and delivering secure digital products at pace, and building fast, auditable routes to capable teams to deliver citizen services securely and at scale.



Sparta Global Oracle Fusion Cloud (ERP – Financials) Capability Development

From day one, Sparta trainees are developed to think and operate as professional consultants. Business skills are embedded throughout the programme, with communication forming a core pillar in preparing trainees for client-facing environments. Throughout their training, they actively apply both technical and business skills in realistic, project-based scenarios that reflect life on site, ensuring they are ready to work effectively across diverse project situations and contribute meaningfully to their teams.

Sparta Global's Oracle Fusion Cloud service provides expertise across HCM and ERP (Financials). Our experienced Oracle trainers ensure Spartan consultants develop strong platform knowledge, hands-on experience with the latest Oracle Fusion Cloud releases, and the practical capability to use the system to drive real business value. We work in close partnership with our clients to deliver a tailored training approach aligned to their specific implementation and usage goals, ensuring consultants are prepared to make an immediate and lasting impact.

Sparta Global is developing AI Native consultants by embedding high-level capabilities and an AI-first mindset across all disciplines. Through specialised training and Innovation Labs, the Spartans leverage discipline-specific use cases to master the safe, effective deployment of Generative and Agentic AI in real-world environments.

Sparta Vanguard

Sparta Global Vanguard helps organisations turn AI ambition into real, measurable impact. Our Managed Delivery Pods are designed to accelerate high-impact programmes across data, AI, transformation, and cloud. Each pod brings together specialist expertise to tackle real business challenges, using innovative AI and emerging technologies to deliver results quickly and effectively.

We deploy consultants with over three years of industry experience (SFIA 3 and beyond) who integrate seamlessly into your teams, driving rapid capability building and effective knowledge transfer. Our consultants integrate seamlessly into existing teams, supporting rapid capability building and effective knowledge transfer while maintaining momentum on critical programmes.

Sparta Vanguard Pods provide high-quality, flexible delivery across sectors and business types, adapting to organisational needs while maintaining consistent delivery excellence. For organisations looking to explore innovation with reduced risk, our AI Proof of Concept Pods combine PhD- and MSc-level expertise with dedicated AI support, enabling rapid experimentation, validation, and the development of scalable solutions.

Service features

Oracle Specific

- History of Oracle, basic familiarity of Oracle terminologies
- Introduction to foundational concepts plus in-depth Oracle Cloud Financials foundational skills
- Core Oracle business principles – the “Why”
- Oracle Cloud v On-Premise
- Oracle Fusion Architecture
- Fusion ERP Modules
- Ledger & Sub-ledger principles
- Core Fusion Configuration Concepts
- Enterprise Structures
- Oracle Fusion Reporting
- Security / Role Management (RBAC)
- Integration foundations including APIs
- Advanced Configuration & Implementation
- Data Migrations (ETL)
- Complex Integrations
- Company Specific Training & Implementation
- Managing Oracle release cadence
- Advanced Troubleshooting and Support

General

- Managed Pods de-risk delivery and provide ongoing technical oversight
- Inclusive hiring process supports your organisation's ED&I goals
- Continuous consultant upskilling paths provided during their assignment
- Consultants are eligible for SC and DV security clearance

Service Benefits

- High retention and 95% conversion rate
- Sparta ImpACT reports with a £120,000 in social value delivered per consultant
- Guaranteed alignment with PPN 06/20 via audited B-Corp standards
- Women-in-Tech Athena programme actively improves gender representation
- Dedicated Delivery Team ensures a smooth, managed engagement
- "Try-before-you-buy" mechanism de-risks investment in new talent
- Scalable Dedicated Programmes support geographic levelling up
- Consultants are unaffected by IR35 regulations

Additional information.

Partnering

Training over 1,000 consultants each year, across a range of cloud-based specialisms, which align with the Government Digital and Data profession framework, customers will have readily available access to a resource pool to be used either as part of a strategy to develop permanent cloud-based capability. Or alternatively for short-term requirements for cloud projects.

Customers can on-board single or multiple Oracle Fusion Cloud (ERP – HCM) Spartans, on an instant demand basis. Alternatively, we will work with customers to provide a larger number of consultants (10+). Our Oracle Fusion Cloud (ERP – HCM) course can be amended, or rebuilt, based on the customer's cloud and technology environment – to ensure the correct skills are provided. Geographical and ED&I criteria can be set by the customer, to help with long term retention and align with capability development plans. This value-add and customer focused service is known as a Dedicated Programme, which is specific to Sparta Global's delivery as a Capability Development specialist.

Service Management

All engagements are agreed prior to commencement which includes the service definition, deliverables and relevant timelines.

The delivery of the service is managed by a dedicated Sparta Global Account Manager overseeing the project to ensure quality and continuity standards are maintained. The Account Manager will be the main point of call in arranging the project initiation, specific service requirements and matters of a commercial nature. Each Account Manager will have a nominated deputy in case of absence to ensure continuity of service.

Consultants will receive reviews monthly in the first year of their assignment with the Buyer. These reviews will be conducted by either the Account Manager or a member of Sparta Global's Engagement Team. Continued training and development is provided via access to e-Learning, industry accredited certifications, or access to our Academy Trainers - facilitated either by the Account Manager or a member of the Engagement Team.

Service Levels

All service levels are agreed prior to commencement of a project.

Orders and Invoicing

To order services please contact contact@spartaglobal.com. Once the order has been received you will be assigned a dedicated Account Manager who will be your key point of contact throughout the process.

Invoicing is based on the submission of monthly timesheets. Our standard invoicing terms are 30 days from start date of services.

On-boarding and Off-boarding Process

All resources on-boarded by Sparta Global will comply with the Baseline Personnel Security Standard (BPSS).

Sparta Global's recruitment process complies with the BPSS standard and involves the verification of identity; nationality, immigration status, employment history and criminal records of all resources. Sparta Global have extensive experience in providing verified CTC, SC and DV Cleared consultants for Government customers.

As part of the off-boarding process, resources will either come to an agreed end of contractual obligations or following a communication from the client in the agreed notice period that the project will be completed earlier. If the resource is transferred to permanent by the Buyer, Sparta Global can support with the Civil Service recruitment process.

Pricing

Please refer to the Sparta Global SFIA Rate Card.

Financial Recompense

Termination terms are outlined in Sparta Global's standard Terms and Conditions and will be relevant to service you purchase.

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Date Restoration / Service Migration

Not Applicable

Customer Responsibilities

As each requirement is different Sparta Global will detail the customer responsibilities at the proposal stage of each requirement.

Technical Requirements

All technical requirements are discussed with the client a project initiation stage.

If you have a digital skills demand, and want to build diverse permanent capability within your company, get in contact today:

**James Greenhalgh Director – Public Sector publicsector@spartaglobal.com
0207 048 4022**



Sparta Global
125 London Wall
London
EC2Y 5AS

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www.spartaglobal.com

