



# ORACLE ERP TO ORACLE EPM

## A Complete Career Transition Roadmap

Career Map • Skill Map • Prerequisites • Salary Insights • Training Path

Prepared by

**BISP TRAININGS**

Business Intelligence Solution Providers Inc. | [www.bispsolutions.com](http://www.bispsolutions.com)

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## 1. Why Move from Oracle ERP to Oracle EPM

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Oracle EPM (Enterprise Performance Management) Cloud is the planning, consolidation, and reporting layer that sits on top of the transactional data your ERP experience already lives in. This makes the ERP-to-EPM move less of a fresh start and more of a natural extension — you already understand the business processes; EPM adds the forward-looking planning and multidimensional reporting skillset on top.

Your existing module background maps naturally onto a starting point in EPM:

| Your ERP Background           | Natural EPM Landing Spot            | Why It Fits                                        |
|-------------------------------|-------------------------------------|----------------------------------------------------|
| GL / Financials (Fusion, EBS) | FCCS or Planning / EPBCS            | Deep chart-of-accounts and close-process knowledge |
| Procurement / SCM             | Planning (Supply Chain & Workforce) | Understands demand, supply and cost drivers        |
| Fixed Assets / Tax            | TRCS (Tax Reporting) or ARCS        | Familiar with statutory and reconciliation logic   |
| Reporting / BI on ERP         | Narrative Reporting or EDMCS        | Already reporting-and-metadata minded              |

## 2. Step-by-Step Transition Roadmap

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The transition breaks down into seven manageable phases over roughly 18–20 weeks of focused effort, run alongside your current job.

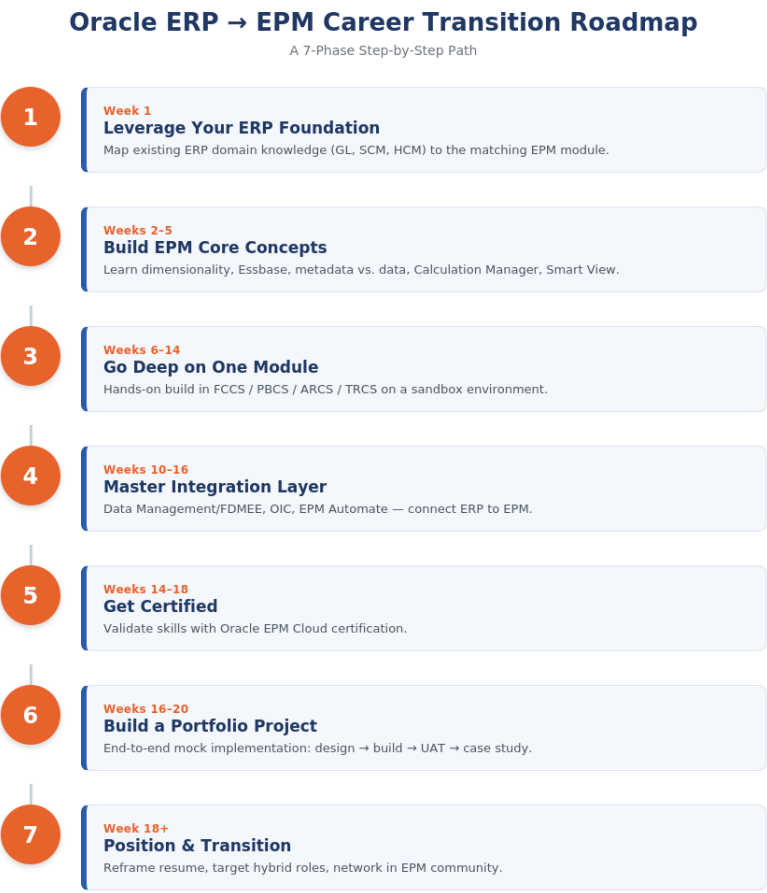


Figure 1: The 7-phase Oracle ERP → EPM transition roadmap

### 3. Prerequisites Checklist

You do not need to restart your career to move into EPM. Here is what genuinely matters before you begin:

| Category                                    | What You Need                                                                                  |
|---------------------------------------------|------------------------------------------------------------------------------------------------|
| Educational baseline                        | Graduate degree in Finance, Accounting, Commerce, or IT/Computer Science                       |
| ERP experience                              | 1+ years hands-on with any Oracle ERP module (Fusion, EBS, or equivalent) — GL/FI, SCM, or HCM |
| Core aptitude                               | Comfort with spreadsheets, formulas, and financial or supply-chain logic                       |
| Technical exposure (helpful, not mandatory) | Basic SQL, Excel macros, or any scripting exposure                                             |
| Access requirements                         | An Oracle EPM Cloud trial/sandbox instance for hands-on practice                               |
| Soft skills                                 | Requirement-gathering, stakeholder communication, and documentation ability                    |

### 4. Oracle EPM Skill Map

EPM competency rests on four pillars. Most ERP professionals already carry the fourth pillar (domain & soft skills) — the roadmap in Section 2 is designed to build the other three around it.

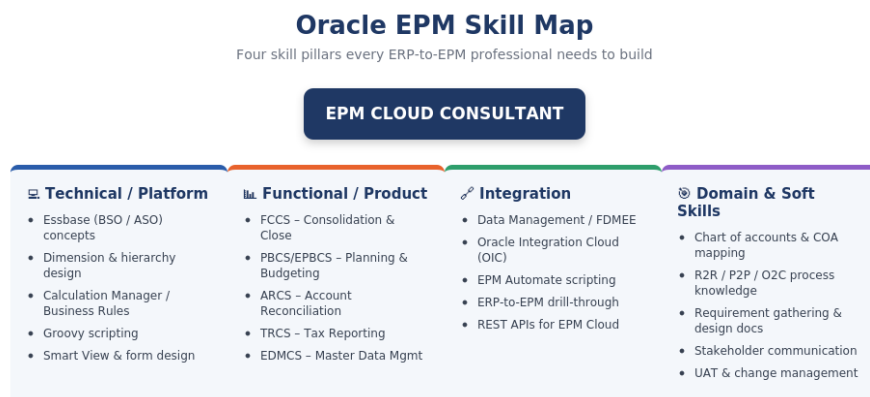


Figure 2: The four skill pillars of an Oracle EPM Cloud consultant

## 5. Career Growth Path & Expected Salary

EPM consulting rewards depth over time — the jump from generalist ERP support to a specialised EPM architect role typically shows up clearly in compensation within 5–6 years.

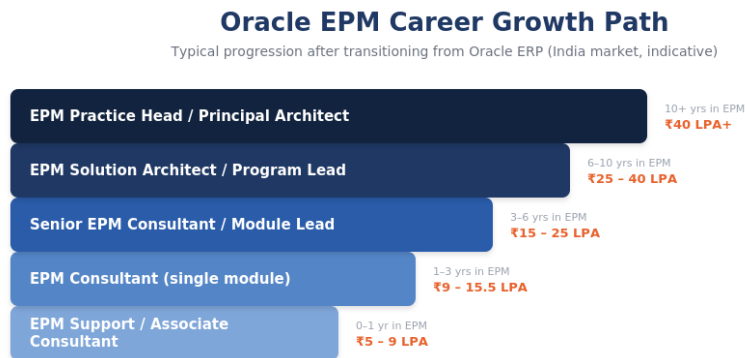


Figure 3: Typical EPM career ladder after transitioning from ERP

### Expected Salary by Level

| Level                                   | Experience in EPM | Typical Salary (India, indicative) |
|-----------------------------------------|-------------------|------------------------------------|
| EPM Support / Associate Consultant      | 0–1 yr            | ₹5 – 9 LPA                         |
| EPM Consultant (single module)          | 1–3 yrs           | ₹9 – 15.5 LPA                      |
| Senior EPM Consultant / Module Lead     | 3–6 yrs           | ₹15 – 25 LPA                       |
| EPM Solution Architect / Program Lead   | 6–10 yrs          | ₹25 – 40 LPA                       |
| EPM Practice Head / Principal Architect | 10+ yrs           | ₹40 LPA+                           |

Figures are indicative, based on industry salary data (Glassdoor, 2026) for the Indian market; actual compensation varies by city, employer, and certifications held. US and other markets run considerably higher in absolute terms.

## 6. How BISP Trainings Can Help You Get There

BISP Trainings runs structured, instructor-led and self-paced programs across the Oracle EPM Cloud stack, built specifically to compress the timeline above. Here is how each phase of the roadmap maps to a BISP offering:

### Phase 1–2 — Foundation & Concepts

BISP's Oracle EPM Fundamentals track covers dimensionality, Essbase, and Smart View from the ground up, with sessions designed for professionals coming from an ERP background rather than a blank slate.

### Phase 3 — Module Deep-Dive

Dedicated, hands-on courses in FCCS, PBCS/EPBCS, ARCS, TRCS, and EDMCS — each with a live sandbox environment so you build real applications, not just watch demos.

### Phase 4 — Integration Layer

BISP's Data Management/FDMEE, OIC, and EPM Automate courses focus squarely on connecting ERP source data into EPM — the exact differentiator called out in Section 1.

### Phase 5 — Certification Readiness

Structured practice tests and scenario walkthroughs aligned to Oracle's EPM Cloud certification exams.

### Phase 6 — Portfolio Project

Mentored capstone project: build and document a full mock implementation, reviewed by a practicing EPM consultant — becomes your interview portfolio piece.

### Phase 7 — Positioning & Placement Support

Resume repositioning guidance, mock interviews, and access to the BISP alumni/consulting network for warm introductions into EPM-track roles.

**Ready to start? Explore BISP's Oracle EPM Cloud training tracks at [bispsolutions.com](https://www.bispsolutions.com) and take the first step on Phase 1 this week.**



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