

# What Every Displaced Oracle & NetSuite Professional Needs to Know Before Their Next Career Move

An Interview & Job Search Playbook from DynamicsFocus LLC

Curated from 25+ years of executive recruiting in Microsoft Dynamics 365 & NetSuite | April 2026

**~162,000**

Oracle global employees (as of May 2025 SEC filing)

**20,000–30,000**

Estimated positions eliminated (TD Cowen analysis)

**~18%**

Approximate share of workforce affected

Oracle began laying off employees on March 31, 2026, in what analysts believe could be the largest workforce reduction in the company's history — driven by the skyrocketing cost of AI data center infrastructure. Among the hardest-hit divisions: Revenue & Health Sciences, SaaS Operations, and **NetSuite's India Development Centre**, where cuts spanned project management, engineering, and management roles at multiple seniority levels.

If you're a Dynamics 365 or NetSuite professional navigating this disruption — the strategies in this guide have helped senior ERP talent land the right roles faster. These aren't generic job-search tips. They're field-tested observations from 25+ years recruiting exclusively in this ecosystem.

## SECTION 1: Reframe Your Narrative — Lead With the Problem You Solve

Executive career coach Loren Greiff works exclusively with professionals over 40. Her observation, featured in Business Insider, is blunt: **the biggest threat to senior job seekers isn't rejection — it's silence.**

***"Smart, credentialed leaders get stuck because they're running on an outdated operating system." And that outdated OS? Leading with passion instead of value.***

This plays out constantly in the Dynamics 365 and NetSuite talent market. Veteran professionals with impressive track records — multi-million dollar implementations, full lifecycle experience, deep functional expertise — get stuck because their focus is on *what they want*, not *what the business urgently needs*.

### Step 1: Rank Your 3 C's First

Before you update your resume, refresh your LinkedIn, or rehearse your pitch — get clear on what actually matters to you at this stage of your career:

- **Culture** — What kind of environment lets you do your best work?
- **Compensation** — What is your real number, not your "looks good on paper" number?
- **Challenge** — What problem genuinely excites you?

**Be specific. Vague intent is noise:**

*✗ "I want a challenge."*

*✓ "I want to lead the ERP consolidation for a PE-backed roll-up of five portfolio companies."*

### Step 2: Stop Thinking About Yourself

Once you've done that self-work, Greiff makes a harder ask: **What urgent, expensive problem do you have the unfair edge to solve?** That's the question to lead with — in networking conversations, in interviews, in your content and thought leadership.

Hiring managers — especially in organizations moving fast on a Dynamics 365 or NetSuite deployment — aren't shopping for passion. They're limiting risk. They want to know who walks in on Day 1 and eliminates the problem that's been bleeding time and money.

***When you can articulate that, compensation stops looking like a cost and starts looking like ROI.***

At the executive level, a misaligned role doesn't just cost time — it can quietly define how the market perceives you for years. Younger professionals have runway to recover from a wrong move. You may not.

## SECTION 2: How to Separate Yourself When the Market is Crowded

The job market right now is more candidates, fewer roles, and longer hiring cycles. After 25+ years of recruiting, here's what consistently separates the candidates who land offers from those who don't:

### 1. Make It Easy for Those Interviewing You

The candidates who move forward make it easy to understand what they do, easy to see their impact, and easy to imagine them in the role. Clarity is a competitive advantage.

### 2. Lead With Outcomes, Not Responsibilities

Your resume and your key talking points should be a highlight reel — positive outcomes front and center, not a list of what you were responsible for. Anyone can be responsible. Not everyone can show results.

### 3. Do the Homework

The candidates who stand out research the company, the role, and yes — even the interviewer. Generic enthusiasm doesn't cut it when you're competing against 200 other applicants.

### 4. Follow Up With Purpose

Not "just checking in." Reference something specific from the conversation. Add value. Stay memorable without being annoying. One targeted follow-up beats three generic ones every time.

### 5. Stay Visible on LinkedIn

LinkedIn isn't optional anymore. Engaging with industry content, sharing insights, and building relationships before you need them — this is how opportunities find you. Opportunities rarely find people who are invisible.

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***The market will shift. It always does. But the fundamentals of standing out don't change.***

## SECTION 3: Interview Storytelling — Especially for Sales Professionals

The best salespeople aren't always the best interviewees — and it costs them. Top performers who consistently hit 150%+ of quota walk out empty-handed because they can't translate success into compelling stories. Meanwhile, candidates with decent (not stellar) numbers walk away with offers because they know how to position their experience.

***The interview isn't about proving you can sell. It's about proving you can solve the specific problem THIS company is facing RIGHT NOW.***

**Three Things Top-Performing Candidates Do Differently:**

### 1. They Quantify Everything

**Don't:**

*"I grew my territory significantly."*

**Do:**

**"I expanded my territory from \$2M to \$4.8M ARR in 18 months by targeting mid-market manufacturing accounts that were underserved."**

### 2. They Connect Dots the Interviewer Might Miss

**Don't:**

*"I have experience with complex ERP implementations."*

**Do:**

**"I've sold into post-acquisition scenarios where the PE firm needed fast ERP consolidation — which I noticed is exactly what you're managing with your recent portfolio company additions."**

### 3. They Ask Questions That Demonstrate Strategic Thinking

**Don't:**

*"What's the quota?"*

**Do:**

**"What's the biggest challenge your top performers face when moving deals from technical validation to executive buy-in?"**

The interview starts before you walk in the room. Your LinkedIn profile, your research on the company, your understanding of their challenges — all of it sets the stage.

## SECTION 4: Flip the Script — Interviews Are a Two-Way Street

Employers routinely check your references. Why shouldn't you evaluate them just as carefully? The best hires happen when both parties are carefully interviewing each other. Companies that get defensive when candidates ask hard questions? That's usually a red flag worth noting.

### Questions About Culture & Environment:

- "What does the staff do for lunch?" — Reveals work-life balance and team dynamics.
- "Why is this position open?" — New role vs. replacement tells you everything.
- "How does leadership handle employee feedback when it's critical?"

### Questions About Success & Growth:

- "What does success look like in this role after 6 months? 12 months?"
- "Can you describe your most successful employee and what makes them thrive here?"
- "What professional development opportunities exist?"

### Questions That Reveal Red Flags:

- "What's your turnover rate for this department?"
- "Can I speak with someone who's been in this role or on this team for 2+ years?"
- "How many people have been promoted internally in the past year?"

***The Power Move: "Would you be willing to provide me with references — employees I can speak with about their experience here?"***

A job interview isn't an interrogation — it's a mutual evaluation. If you're not comfortable asking tough questions, you're probably not comfortable enough to work there.

## SECTION 5: Why Smaller Dynamics & NetSuite Partners Deserve a Closer Look

Oracle's ability to eliminate 20,000–30,000 people with a single 6 a.m. email — no heads-up from HR, no conversation with your manager — underscores a reality many ERP professionals have learned the hard way: **size doesn't equal security.**

At a company of 162,000 people, cutting 18% doesn't require a board meeting. It requires a spreadsheet and an email template.

### What smaller Dynamics and NetSuite partners often offer instead:

#### **They know your name.**

At a boutique consulting firm or a regional NetSuite/D365 partner, leadership knows who you are, what you're working on, and what you bring. You're not a headcount number.

#### **Your impact is visible.**

In a 40-person partner firm, a great implementation or a client you saved is noticed. At a 162,000-person enterprise, your best work can disappear into a business unit.

#### **Less politics, more agency.**

Larger firms often mean more layers, slower approvals, and less ability to affect real change. Smaller shops typically reward initiative directly.

#### **Billable hours aren't the only metric.**

Many enterprise ERP shops evaluate people almost entirely on utilization rates. Smaller partners tend to look at the whole picture — client relationships, quality of delivery, team culture contributions.

#### **Career path can move faster.**

With fewer people above you, strong performers at smaller firms often advance more quickly — and with less politics standing in the way.

This isn't to say larger organizations don't have a place. They do. But if you've just been part of a massive reduction in force, it's worth asking whether the next step should be a bigger company — or a better fit.

## If You're a Dynamics 365 or NetSuite Professional Navigating What's Next —

We work exclusively in this ecosystem. We know the firms that are growing, the leaders who value experienced talent, and the roles that don't get posted publicly. Let's have a real conversation about where you fit best.

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DynamicsFocus LLC specializes exclusively in Microsoft Dynamics 365 (CE, F&O, BC) and NetSuite talent acquisition. We serve PE/VC-backed companies, professional services consulting firms, and enterprise end-users across North America and Europe.