

CHANDRA SEKHAR KORADA



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Bangalore, India



Experience Summary

- ✓ Lead Workday Techno-functional & Studio Integration consultant with overall HRIT experience spanning over 15+ years and 5+ years specifically in Workday Functional and Technical with Implementation, Upgradation and Support Projects
- ✓ Proficient in Workday Cloud modules like HCM, compensation, Security, Recruiting, Talent and Performance, Time & Absence management
- ✓ Proficient in managing the entire software development lifecycle on large-scale complex software development projects involving multiple teams and customers, vendors & suppliers Experience of working on large projects as a consultant and team member.
- ✓ Insightful knowledge in Workday Studio Integrations, Core Connectors, EIBs, Document Transformation, XSLT, Web Services, REST APIs, Workday HCM Integrations.
- ✓ Developed robust integration solutions with heterogeneous systems and cloud-based systems including SAP CPI, Service Now, Salesforce, ProHealth, Skyhive, Apro and Azure data factory.
- ✓ Worked on various tools and technologies like SPLUNK, Service Now, SOAP UI, Postman, Azure Devops etc. for development, testing, troubleshooting, deployment, and maintenance activities.

Employment History

Shell Oil & Gas	Workday Integration Lead	Dec 16 – Present
IBM India Pvt Ltd	Team Leader	Sep 10 – Nov 16
Sutherland, Visakhapatnam	Technical Support Executive	Sep 09 – Aug 10
Hind Info Way	System Administrator	May 08 – Aug 09

Recognitions & Accomplishments

- ✓ VP CIO Award - 2017 Program for project Delivery.
- ✓ Manager's Choice Award - 2016 Program for 'Put the Client First' practice.
- ✓ The Spirit to Achieve Award in 2010 for best performance & productivity.
- ✓ Responsiveness Award in 2011 for best performance & productivity
- ✓ Extreme Service Award in 2011 for receiving accolades from the client.
- ✓ Induced RPA Automation in HRIT Ecosystem
- ✓ Drove WCAG enablement project for 5K websites and completed in 6 Months.

Education

B.Sc (Comps)	Andhra University	Full Time	2008
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Certifications

- ✓ Certified Professional in Business Analysis from Project Management Institute (PMI-PBA)
- ✓ Certified Professional Product Owner (PSPO) from Scrum.Org in 2019
- ✓ Certified Professional Scrum Master (PSM) from Scrum.Org in 2018
- ✓ Certified Information Professional (CIP) from AIIM in 2021
- ✓

HCM Applications

Workday HCM Cloud
SAP HCM
Kenexa

Functional Modules

Recruiting
Core HCM
Talent
Absence
Reporting

Workday Technologies

Business Processes & Rules
Custom Reports, EIB
Core and Cloud Connectors
PICO, PEI, WECI
Studio and XSLT

Middleware

SAP CPI
MuleSoft, Logic Apps

Oracle Technologies

Languages: SQL, PL-SQL
Database: 10g, 11g, 12c
Framework: AOL, OAF
Reporting: PowerBI, Splunk

Open Stack and others

Languages: JAVA, J2EE
Python, XML, HTML, C++

Languages

Telugu, Hindi, English,
German

Experience Summary

Organization : Shell Oil & Gas
Duration : 2016 – Till Date

Program : Digital HR Transformation
Role : Lead Integration Developer

- **Program Objective :** Shell Digital HR Transformation is a complex program to migrate from inhouse application to cloud based SAAS application. It is having a roadmap till 2025 with various projects under its strategy. I was instrumental in various projects and below are the project snippets.

❖ **Project Title :** Workday Absence for Poland and Netherland
Role : Studio Developer

Description : This project aims to introduce the Workday absence for Poland and Netherland with the purpose of establishing an automated system for submitting sick absence requests for Poland employees and sending sickness absence data to health systems for alerting the health team.

- ✓ Designed and Developed Inbound Studio Integration to process Sick Absence requests for Poland Employees in Workday
- ✓ Developed couple of RAAS reports to call into Studio.
- ✓ Used Hash Maps, Aggregators, Doc Iterators, Route Strategy, Splitters
- ✓ Enabled PGP, X509 encryptions to share Output file to SFTP server.
- ✓ Ensured that integration adhere to software best practices and proper handover to BAU support.
- ✓ Adroit liaison between BAU support, Business and Stakeholders during development phase
- ✓ Coordination with testing team, reviewed test scenarios and signoff of testing strategy.
- ✓ Active participation in SIT and UAT and expedited defect resolutions.
- ✓ Engaging in cutover activities and hyper-care.
- ✓ Designed and Developed Outbound Integrations using Core Connectors & EIB to process Sick Absence requests for Netherland Employees in Workday
- ✓ Coordination with Azure Data Factory team (Middleware) to process data.
- ✓ Used XSLT to transform Core Connector output.
- ✓ Enabled PGP, X509 encryptions to share Output file to SFTP server.
- ✓ Developed multiple custom reports for business to send alerts to employees, HR advisors, Managers and Health team.
- ✓ Ensured that integration adhere to software best practices and proper handover to BAU support.
- ✓ Adroit liaison between BAU support, Business and Stakeholders during development phase
- ✓ Coordination with testing team, reviewed test scenarios and signoff of testing strategy.
- ✓ Active participation in SIT and UAT and expedited defect resolutions.
- ✓ Engaging in cutover activities and hyper-care.

❖ **Project Title :** Skill Integration
Role : Integration Developer & Business Analyst
Module : Recruitment

Description : Objective of this project is to tag AI generated skills against Requisitions and candidate profiles to expedite the screening during Hiring process. 10 real time integrations has been designed, developed, tested and deployed. Instrumental in requirement gathering, designing and testing (CIT, SIT & UAT).

- ✓ Worked with Skill vendor in developing 8 bidirectional complex studio integrations.
- ✓ Developed RAAS reports to pull Candidate and Employee information to Workday.
- ✓ Enabling EDI to run integrations for sending and retrieving data to Work Data Requisitions in Realtime.
- ✓ Active participation in scoping, designing, requirement gathering and Test Strategy preparation of the integrations.

- ✓ Used Hashmaps, Json-XML converter, Splitters, Mvel Expressions, XSLT, Route strategies, Set headers and Java beans (to create Ad-hoc tokens with Azure) in the integrations.
- ✓ Configuration of the Requisition BP's to accommodate integrations.
- ✓ Adroit liaison with Business, Stakeholders and Testers. Spearheading CIT, SIT and UAT and supporting to project to meet the project timelines.

❖ **Project Title :** **Rewire**
Role : **Delivery Lead**
Module : **Core HR**

Description : This project aims to reconnect workday with downstream systems via SAP middleware.

- ✓ Build multiple Studio integrations for establishing connection from Workday to downstream systems via iPaaS solution.
- ✓ Supporting architect team in designing the solutions that would adhere to solutions framework.
- ✓ Setting up API using Document transformation and built Studio integration to push.
- ✓ Used Hashmaps, Json-XML converter, Splitters, Mvel Expressions, XSLT, Route strategies, Set headers in the integrations.
- ✓ Closely working with project and program managers and flagging the impediments at the earliest
- ✓ Adroit liaison with testing team and defining the test strategy.
- ✓ Preparing Technical design documents and documentation of the data flow using visio.

❖ **Project Title :** **Workday DevOps**
Role : **Team**
Module : **Core HR**

Description : Part of Workday functional agile team and working closely with business in making changes and customizations to Workday Core HR domain. Supporting project team in designing solutions and Hypercare.

- ✓ Updating job profiles for employees through edit position web service
- ✓ Updating new job profile through update job profiles web services
- ✓ Inactivating organizations through update organization web service
- ✓ Corrected hired data for mass employees during post go live through hire webservice.
- ✓ Override minimum and maximum pay ranges on compensation grade and grade profiles.
- ✓ Fixing issues on validations on business processes
- ✓ Loaded period schedules with frequencies.
- ✓ Uploaded review rating for employees.
- ✓ Updated locations for employees who is moved to new location office through edit position webservice.
- ✓ Setup severance pay for terminated employees with good reason by built validation on termination business process.
- ✓ Configured FTE related validation rules on change job business process.
- ✓ Mass rescind business process through mass rescind web services.
- ✓ Assisted on critical job changes issues related to employee data changes as compensation, benefits.
- ✓ Assisted client on enhancing various business processes.

➤ **Software Engineer - Kenexa**

- ✓ Translate and transform HR business requirements into a fit-for-purpose Kenexa solutions
- ✓ Managing end-to-end delivery of system changes/configurations.
- ✓ Working with IT partners in HRIT integrated landscape (eg integrations with SAP HR, Kenexa, HireVue, Cubics, Avature, FirstAdvantage, IMS, Mulesoft etc.,) to deliver end-to-end solutions that meet business needs.
- ✓ Adroit liaising between IRM and Business to ensure applications meets compliance and audit requirements.
- ✓ Ensuring proper integration of new functionality with other modules/applications.
- ✓ Producing a consistently high standard of documentation, both functional and technical.

- ✓ Understanding the importance and value of information and data and ensuring that solutions enforce data quality standards, enable efficient and effective data management, and provide quality information to users.
- ✓ Staying informed about new IT developments in the marketplace.

Organization : IBM India Pvt Ltd
Duration : Sep 2010 – Nov 2016

➤ **Software Developer-IBM (Nov 2015 – Nov 2016)**

- ✓ Work on Configuration Management for IBM Smarter Workforce “IBM Talent Suite” on 2X Suite (IBM 2X Onboard on Cloud and 2X Brassring on cloud) and good knowledge on Service Desk.
- ✓ Product Configuration Support for Supporting the HR Product for Customers on all the Kenexa IBM Products.
- ✓ Liaise with Project Manager and Implementation team and plays a pivotal role during implantation.
- ✓ Incident Management through CRM Hive and Handling Escalation process.
- ✓ Fair Knowledge on maintaining KE Database.
- ✓ Actively involved in Preparing Demos for prospective Clients.
- ✓ Good Knowledge on End to End Recruitment and on-boarding process and Expertise understanding of all the above listed Kenexa Products.
- ✓ Work on incidents elevated by Internal and External Customers and resolve them on agreed timelines or escalate them when required to Development teams.
- ✓ Work with Cross Functional teams to identify the issue and update it and process to the next levels for resolution.
- ✓ Primary Contact for all product related escalations and acted as Subject expert for the Product deployment.
- ✓ Maintain strong adherence to Service Level Agreements Participate in special projects as per requirement.

❖ **Project #02**

Client : Internal
 Project Details : WCAG
 Duration : Mar 2016 to Nov 2016
 Position : Scrum Master

❖ **Project #01**

Client : Shell
 Project Details : BrassRing phase II implementation.
 Duration : Oct 2015 to Feb 2016
 Position : Software Developer

➤ **BrassRing Consultant-IBM (Feb 2012-Sep 2015)**

- ✓ Build and establish relationship with client group and to understand the client requirements and challenges
- ✓ Provide clear, accurate and prompt communication to internal teams to assure excellent project delivery and acts as an internal and external point of escalation
- ✓ Facilitate regular conference call meetings while managing overall client project plan and action logs.
- ✓ Provide best fit consulting, recommend process improvements, and drive solutions to client business outcomes during all phases of the client life cycles including product upgrades.
- ✓ Participate in IT-testing of new functions
- ✓ Performing UAT (User Acceptance Testing) for the client new releases.
- ✓ Adroit in liaising with internal core, semi core and various other teams for system issues and better practice.
- ✓ Provides complex and technical or subject matter expertise and methodology.
- ✓ Also Communicate clearly with peers, colleagues, clients, sub-contractors, as applicable, to ensure understanding and alignment

❖ **Project #01:**

Client : Novartis Pharma AG
Project Detail : BrassRing to SAP Integration
Duration : Feb 2012 to Sep 2015
Position : Integration Consultant

➤ **Technical Support Specialist-Kenexa (Sep 2010 – Jan 2012)**

- ✓ Resolving customer queries related to BrassRing and other Kenexa related products over the phone, chat and as well as through e-mails

➤ **Technical Support Executive (Sep 2009 – Aug 2010)** for Windows 7 Operating system in Sutherland Global services.

➤ **System Administrator (May 2008 – Aug 2009)** for NHAI through Hind Info way

(CHANDRA SEKHAR KORADA)