NITIN SAWANT

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**Professional Summary**

* Experienced Workday Consultant with **9+ years of overall IT** and **7+ workday experience** in the design, development, and implementation of HR systems. Excellent reputation for resolving problems, improving customer satisfaction, and driving overall operational improvements. Ready to work closely with both teams and customers to identify most efficient and beneficial Workday Integration solutions for process improvement
* Great experience in **Workday Integration across HCM modules**, **Reports and Studio**. Created advanced, composite, matrix, trending reports and dashboards, Good understanding of downstream impacts of reports and requests, thrived in fast-paced environments, Ability to bring clarity through ambiguity and complexity and support multiple projects simultaneously
* Strong experience in Transformation, **BIRT**, **Business Analysis**, **Advanced Report**, **Security**, development of integration standards, specifications, and migration procedures.
* **Designed/maintained Workday Business Processes** in various HCM modules, Strong experience in Security and Reporting,
* Strong understanding of all the aspects of software development cycle and Workday methodology; also have a good experience in **Waterfall/Agile methodology**.
* Good experience in **Workday Reporting development** in designing, coding, testing and optimizing, Expert in test validation, test organization, and test documenting skills.
* Expert in following areas: Architect, Design, Build, Deploy and Support Workday integrations, Security and Reporting, Design, build, and support testing of Workday integration code base including **Studio**, **EIB**, **Core** **Connectors** and **Document Transformations.**
* Strong experience in reporting: Build advanced, Matrix, Composite, and BIRT reports, dashboards to support Workday Core HCM, Payroll, Benefits, Compensation, and other areas of the Workday product.
* Practical integration development using EIB and Workday Studio toolsets and other workday delivered templates like **PICOF** Payroll Interface Common output file and Core Connectors.
* Proficient in the document transformation **integration template** and **XSL** files to transform and format files, Advanced Workday security expertise to maintain and create custom roles & user-based security groups, configure Business Process & Domain Security Policies, Configured Integration **System Security Groups**, **Integration System Users** and solve any issues regarding data access.
* Ability to create and maintain all **business process** set up data, including business process definitions, steps, condition rules, notifications, checklists, and to dos.
* Writing **Standard, Advanced, Matrix and Composite reports**. Experience with creating complex calculated fields, custom objects and reports developed using BIRT.
* Experience in interacting with business users, ability to **collect requirements, create business requirements and functional specification documents** for system improvements. Demonstrated ability to take the business requirements and translate into Workday configuration.
* Worked with cross-functional teams for **data gathering, documentation, testing**, and communication as new Workday features are rolled out.
* Experience **working with onshore and offshore teams** to work on deliverables.
* Ability to **manage multiple tasks** and activities simultaneously.
* Provided **production support** and **troubleshooting** on customer's Workday issues.
* Proven integration design experience using Workday **Custom integration**, **Studio Integration**, **Packaged Integration**, **Core Connectors**, Document Transformation.
* Experience in **conducting discovery session**s for Workday Integration, HRIS process flows, procedures, job aids, Business analysis and user acceptance testing.
* Extensive knowledge of various transactions involved in Workday HCM Integration.
* Good understanding of Integration including Web Services, SaaS, Workday Architecture, Business Process Framework.
* Knowledge of Software Development Life Cycle (**SDLC**) Phases such as Requirement analysis, Design, Development, Testing and Deployment with working knowledge in software development methodologies like Rational Unified Process (**RUP**), **Agile**, Waterfall across the span of various projects.
* Maintained and created of Workday **Supervisory Organizations**, **Locations**, **Positions**, **Cost centers, Cost Center hierarchies**.
* Analyzed client's HR/Payroll business needs through client working sessions and Day to day support of Workday HCM, **Security and Reporting issues**.
* Proficient in **Report Writing** (Advanced, Matrix, Trended, Composite), Creating Custom Object, **Custom Reports** and **Workday Calculated Fields**.
* Designed and developed numerous **Studio integrations End to End using programming languages like Java, JavaScrip**t etc.
* Experience **communicating across all corporate levels** including interfacing with top executives.
* Outstanding **interpersonal and customer service skills** with the ability to work both independently and as part of a team.
* A high degree of **personal integrity and maturity** including the ability to manage sensitive and confidential information.
* Hands on experience in troubleshooting user level **Technical issues, enhancements, and overall support** of a post implementation in the workday.
* Analytical exposure of **UML** such as Class Diagrams, Activity Diagrams, State Diagrams, Sequence Diagrams, Data Flow Diagram and Entity Diagram which included processes in Staffing, job benefits, compensation grades and packages.
* Extensive experience in implementation, development, customization, upgrading, integration & production support.

**Skills**

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| * Experience in deploying Integrations in multiple HCM projects simultaneously * Broad Workday integration experience across Workday modules and business verticals * Workday Studio Integrations, Core Connector, EIB, Report Write, Xpath, Business Process, Calculated Fields | * People-Soft HRMS (Core HR) * Databases – Oracle 9i, Oracle 11g * SQL, XML, XSLT, Java, PowerPoint * Business Analyst Skills involving Process improvement, Operational improvement, Team management and Problem resolution * Excellent verbal and written communication skills |

**Work History**

Sr. Workday Consultant (Contractor)

**Employer**: **Cognizant Technology Solutions**  01/2020 to 01/2021

Client: Kohls - **WI**

**Responsibilities:**

* Collaborated with customers, vendors, and our internal functional teams to define requirements for integrations between the Workday product and other 3rd party systems.
* Gathered integration business requirements, designed, prototyped, built, tested, and implemented integration solutions.
* Provided project management oversight to implement and update new functionality for systems as well as serve as the primary technical resource on systems implementation.
* Guided the effort to troubleshoot and resolve integration issues using XML schema, Path, and predefined WSDLs.
* Developed Complex CCW Integrations with different Client vendors and Supported on Production Deployment.
* Gathered integration business requirements, designed, prototyped, built, tested and implemented integration solutions.
* Provided support for incident management and integration monitoring. Performed routine break/fix support and regression testing and support the inbound/outbound interfaces to the systems.
* Ensured accuracy and integrity of data and applications through analysis, coding, clear documentation, and problem resolution.
* Translated business needs into technical/functional requirements.
* Developed solutions to problems using integrations including developing entirely new integrations and optimizing existing integrations.
* Mapped business requirements to Workday, drove business process design including technical requirements, configuration, testing, documentation, and change management alignment
* Identified client enhancement opportunities for existing and new features introduced across new Workday releases.
* Built custom reporting structures within the Workday tenant. Implemented calculated field requirements defined by stakeholders.
* Supported Functional Leads in the review and updated Test Scenarios to ensure necessary test coverage. Worked with Functional Leads after Playback sessions to execute Smoke Test.
* Supported Test Leads with the completion of test preparation activities.
* Reviewed Configuration Workbooks and other design documentation (e.g., Blueprints) ahead of test execution. Executed assigned E2E Test Scenarios and worked with Functional Leads to confirm successful execution.
* Performed SIT testing with third-party systems to validate expected request/response results based on the approved integration specifications.
* Logged defects identified, managed resolution process, and worked with configuration team to re-test/validate fixes once available.
* Maintained artifacts and test metrics within Jira to support test and overall Project Management reporting.
* Managed the maintenance, design, development, testing, and deployment of custom Workday reports, integrations, and dashboards in alignment with HR program goals.
* Developed, tested, and deployed integrations required to meet business requirements.
* Tracked issues and risks, communicated status and escalated concerns to project management.
* Provided technical consultation to business partners to support their program vision.
* Assessed new features available, making recommendations, and driving new feature adoption.
* Supported ongoing process improvement activities to bring greater efficiency to HR technology processes.
* Developed training and documentation for HR Technology related processes.
* Wrote and updated project documentation as enhancements and developments are performed.

Workday Integration Lead (Contractor)

**Employer**: **Cognizant Technology Solutions**  03/2018 to 12/2019

Client: Tory Burch – **NY**

**Responsibilities:**

* Acted as the lead for feature releases and issue resolution, working with business users, IT, vendors, and other support teams to define scope, prioritize, plan and implement Workday system changes and enhancements.
* Conducted discovery sessions for Workday Integration, HRIS process flows, procedures, job aids, Business analysis and user acceptance testing.
* Managed system integrations within the architecture of the Workday HCM system.
* Performed Workday administrative functions including security maintenance, business process configuration, tenant configuration, data loads, custom and automated reporting, troubleshooting, and dashboard.
* Designed and developed studio integrations from Workday to ADP to provide Payroll foundational data to ADP, used Java to design the studio.
* Worked on the Object Management Systems like Role Based Security, User Based Security, Job Based Security groups.
* Prepared workday integration requirement document, mapping, and Gap analysis documents.
* Built and managed HCM integration using Calculated Fields, EIB, Document Transformation, Workday Connector, XML, XSLT, and Web Services technologies.
* Developed outbound integration using EIB, Web Services SOAP, WSDL, XML and XSLT Document Transformation for several integrations from Workday to downstream internal and vendor systems and provided necessary security for related functional area tong test plans, testing, and optimization, coordinated solutions with business users for requirements launch the EIB.
* Managed Tier 2 tickets on production issues related to Workday integrations.
* Strong integration development using EIB and Workday Studio toolsets and other workday delivered templets like PICOF Payroll Interface Common output file and Core Connectors.
* Configured Integration System Security Groups, Integration System Users and solve any issues regarding data access, Worked on Workday Studio, XSLT, XML, X Path, MVEL, Webservices, SOAP, Rest, Report designer, BIRT , EIB, WSDL and Document Transformation.
* Worked in XMLs/XSLTs and Document Transformations, Standard and Custom Reports (Advance Reports), PICOF (Payroll Interface) based integrations,
* Created calculated field used in custom reports, Usage of Webservices in STUDIO/EIB integrations, Solution and Object Transporters for migrations, Used Webservice tester in STUDIO.
* Developed test scenarios and test cases for all in scope Business processes (hire, job change, terminate, etc.) along with testing of security role mapping for each of the Business processes.
* Participated in end-to-end design reviews, prototype reviews and user acceptance testing.
* Written Use Cases and produced Activity diagrams, Developed requirement specifications and Documentations for Business Process Management.
* Assisted with data cleanup, extraction/load and data validations.
* Generated custom Workday reports and modified the existing custom reports.
* Created new business processes and notifications in deployment and sandbox tenants based on the designed business flow diagrams.
* Managed Data conversions, HCM related Custom Reports, and Security Management, Business Process configuration and, configuring the application according to customer requirements and developing system Integration.
* Worked with business team to review report requirements. Maintain/Assign security role assignments. Configured Workday security roles and groups to the required level of confidentially and segregation of duties.
* Interacted with Business analysts and end users to clarify requirements and use cases.
* Created complex reports using the Firm’s HR systems and Designed Workday HCM data conversion process.
* Worked autonomously to identify strategies, risks, and options, recommend approaches and mitigations to meet client/functional requirements.
* Supported existing security configurations including providing routine security administration and troubleshooting security related issues.
* Provided support on additional special projects as assigned; responsibilities include configurations, generating reports, EIB, audits and testing.
* Worked with cross-functional teams for data gathering, documentation, testing, and communication as new Workday features rolled out.
* Experience working with onshore and virtual teams to work on deliverables
* Managed Workday major releases, identifying impact and enhancement opportunities associated with new release.
* Mentored others to enhance their breadth and depth of Workday knowledge. Troubleshooted integrations, delivering mission critical infrastructure and ensuring the highest levels of performance and security.
* Worked on software development life cycles, technology tools, testing methodologies and requirements gathering..
* Worked with legacy systems setup data and converting to Workday (custom objects, custom organizations)
* Liaised with HR and IT team when required for modifications to integrations using workday studio and EIBs, etc.

Workday Integration Consultant (Contractor)

**Employer**: **Cognizant Technology Solutions**  02/2017 to 02/2018

Client: Thoughtworks – **IL**

**Responsibilities:**

* Worked as an Integration consultant working on Reports, Calculated fields, Custom Objects, EIBs, Core Connector and workday Finance studio Integrations.
* Worked on business process, workday security, matrix, and composite reports.
* Designed custom report, calculated fields, and EIB's inbound/outbound REST APIs, payroll processes including being able to enter pay results (on/off-cycle), process pay calcs, and complete payroll settlements for testing purposes.
* Directed and participated in the optimization, design, development, and performance of Workday and related business data and processes.
* Developed Core connector and Document Transformation integrations to change file format to various formats from XML Output.
* Worked in changes to hire and change job business process, creating competencies and custom organizations for all disciplines, e-mail notifications, Workday dashboards/reports, job aids, training, translations, enabling archiving, and updates to development process.
* Managed ongoing design, configuration, deployment, and maintenance of Workday, System optimization, Business Workflow optimization, Consulted with business about interface design and maintenance.
* Configured Integration System Security Group and Integration System User and solve any issue regarding data access, Proficient in XSLT, built integrations using workday delivered tools like EIB, Core Connectors and workday studio, proficient documentation skills.
* Worked on Workday HCM - Security, Reporting and Integrations.
* Performed the tasks of Design, Build, Test, and Deploy Integration and Reporting solutions associated with Workday system.
* Worked on following integration configuration: technical components required to support business processes, including effort estimates and resource management experience., System design and testing concepts, Workday Studio Development, Workday EIB, RaaS, and Web Services.
* Worked closely with team leaders, HR team members, Finance team, and managed vendor relationships.
* Performed documentation and analysis for payroll and related financial activities used to identify systemic issues or problems with integrations.
* Worked with Business users Finance and HRIS functional teams to gather requirements.
* Provided guidance on integration and reporting strategies and Workday best practices.
* Debugged and triaged integration and reporting issues and defects.
* Provided technical assistance for any questions raised by HRIS functional team and/or business.
* Monitored integration jobs and work with functional team to resolve any issues.
* Prepared technical documentation and support testing from development till postproduction supports.
* Coordinated assigned deliverable schedules to ensure timelines are met.
* Participated in daily status calls and notify technical lead of any issues, risks, constraints foreseen in the overall implementation.
* Assisted in the creation and end to end validation of the cut over plan from ERP to Workday.
* Provided guidance, planning, and other support for the Workday upgrade planned post cut-over.
* Proposed solutions or designs to meet business needs leveraging Workday HCM knowledge and experience, Research Workday Community and network with other resources/customers as needed.
* Developed Business Requirements Documentation (BRD) for Workday online configuration, report and integration changes.
* Participated in all aspects of testing including development of test strategy documentation, write test scripts, coordinate testing resources, compile test completion metrics, and test script execution.
* Mapped Finance data for employees from primary source system to immediate downstream recipients.
* Liaised effectively with stakeholder groups across several business units including HRIS, Compensation, Benefits, HR Business Partners, HR Operations, Finance, Data Management and Payroll.
* Configured security, process flows, and notifications for Business Processes within Workday system.
* Configured major group structures such as job codes and supervisory organizations.
* Coordinated activities across four vendors (Talx, ADP, Taleo, and ERP/Oracle), consistently meeting budgets, time constraints, and milestones.
* Advised client on service management material development that would support HR services employees.
* Worked with the client to help convert legacy data into Workday Test Conversions to third party systems.
* Defined, built, and implemented enhancements to HR and Finance processes and structure that will improve the business unit's function's alignment to business objectives and ability to help drive business results.

Workday Integration Consultant (Contractor)

**Employer**: **Cognizant Technology Solutions**  04/2015 to 01/2017

Client: Ashland – **DE**

**Responsibilities:**

* Worked on different integration configuration involving technical components required to support business processes, effort estimates and resource management experience. System design and testing, Workday Studio Development, Workday EIB, RaaS, and Web Services, Integration design and testing.
* Was Part of the team to perform data extraction from ERP to Workday.
* This involved extracting data out of ERP initially to help configure all the required hierarchy organizational data required in Workday prior to extracting the employee transactional data.
* Issued documentation and performed analysis for payroll and related financial activities used to identify systemic issues or problems with integrations.
* Used EIB configuration, transform the format of a workday report into required file format using XSLT or build in transformation (CSV, EXCEL).
* Developed and executed custom configured reports in Workday, and other systems, and provide detailed analysis and recommendations as needed.
* Assisted with the generation of Workday Advanced Custom Reports and Integrations EIB Enterprise Integration Builder.
* Worked on calculated fields for advance report writing and integrations.
* Generated several XSLT, XSLs for the purpose of generating flat files for vendors.
* Collaborate with functional and technical stakeholders to optimize business processes (particularly maintaining workflow/security setup.).
* Supported multiple Workday integrations, which include custom integrations with internal systems like Active Directory, the Data Warehouse, as well as Workday packaged integrations.
* Drove Workday technology implementations through planning, process design, configuration, user acceptance testing, etc.
* Managed Workday major releases, identifying impact and enhancement opportunities associated with new release, and communicating appropriately.
* Assisted the integration consulting team in helping to configure and test integrations between Workday and third party/custom solutions.
* Developed Workday Studio Integration to Load the Invoices from external Vendors into Workday.
* Developed Complex Custom Reports and used in integrations and transformed data to various formats using XSLT.
* Mentored others to enhance their breadth and depth of Workday knowledge, troubleshooted integrations, delivered mission critical infrastructure ensuring the highest levels of performance and security.
* Facilitated clear and concise status updates including direct communications with HRIS Team.

Workday Consultant (Contractor)

**Employer**: **Cognizant Technology Solutions**  03/2013 to 02/2015

Client: Hitachi – **CA**

**Responsibilities:**

* Worked as a Workday Consultant for the Workday Implementation project and ongoing Production Support.
* Provided training in creating Custom reports (simple, Advanced and matrix) and calculated fields.
* Developed impact and preliminary analyses in SDLC and participated actively in their implementation.
* Worked on activities for HR Reporting and Analytics to design and develop the Workday Reports and setting up Workday Configurations.
* Primarily focused on creating custom reports and modify existing reports for client using Report Writer.
* Built Advanced, Matrix and Composite custom reports and through understanding of Workday data sources.
* Built reports in different functional areas such as Benefits, Payroll, Compensation and Recruiting.
* Defined, built, and implemented enhancements to HR and Finance processes and structure that will improve the business units.
* Worked on Building Custom Integration (EIB), Custom Report, BIRT Report and Calculated Fields and Writing Complex XSLT using Studio to generate customer specified output format.
* Was involved in Data cleansing and conversions, interface design/development, systems development life cycle, etc.
* Collaborated with functional and technical stakeholders to optimize business processes (particularly maintaining workflow/security setup.).
* Created custom reports for integrations team which are used as an input to build different integrations such as EIB, Core Connectors and Studio.
* Analyzing and converting existing ERP Reports and Queries into Workday.
* Was involved in moving custom reports within different Workday application tenants and validated data for all tenants. Scheduled custom reports and developed Alerts for custom reports.
* Involved in migration of multiple modules and process.
* Performed Identification of best practices and determination of best suited design for new and existing Reports.
* Performed Unit Testing and supported System Testing and User Acceptance Testing.
* Day to day support of Workday HCM, Security, Compensation and Reporting issues.
* Maintenance of Workday security - creating security groups, adding, and removing users from security groups.
* Involved in QA/ UAT Testing of reports and helped client to determine errors before going live.
* Provided day to day support of Workday HCM Business processes.
* Did configuration of Workday's business process framework configured conditional rules to guide workflow or validate data as required to accommodate desired outcomes.
* Worked closely with Architect to discover and formulate the scope of requirements for Integrations and Reports.
* Developed Workday Custom Reports and utilized Report as a Service (RaaS) ability to use in integrations and scheduled the reports according to the user need.
* Created and ran EIB to perform mass uploads such as loading one-time payments in compensation.
* Performed system, UAT, and regression testing, throughout the life of the implementation.
* Implemented inbound and outbound integrations using Workday EIB, custom/tailored and Cloud Connect integration formats.
* Implemented inbound and outbound integrations using Workday EIB with XSLT specifications to transform the document format into the desired file format such as CSV or Excel, Web Services SOAP, REST, XML and XSLT for Cobra Notices and Qualifying Events, changes for FSA files to Custom Benefit Solutions.
* Written Use Cases and produce Activity diagrams, Develop requirements specifications and Documentations for Business Process Management.
* Created custom Workday reports and modify/troubleshoot existing custom reports.
* Managed integrations between Workday and third-party systems.
* Worked closely with the project manager to prepare documents such as Business Requirements Document (BRD) and System Requirements Document (SRD).
* Created Use Case Diagrams, Data Flow Diagrams, Activity Diagrams, Sequence Diagrams and Entity Relationship (ER) Diagrams in MS-Visio when implementing enhancements to custom and vendor applications.
* Created and maintained Requirements Traceability Matrix (RTM) to trace technical requirements to their business requirements and test case to their functional requirements.
* Streamlined processes that enhanced operational efficiencies of HR systems.
* Analyzed client's HR/Payroll business needs through client working sessions and supported development of new business processes and a future stage design.
* Assisted the integration consulting team in helping to configure and test integrations between Workday and third party/custom solutions.
* Liaised with HRIT team when required for modifications to integrations, EIBs, etc.

PeopleSoft Business Analyst (Contractor)

**Employer**: **Ace Solutions, India**  01/2010 to 01/2011

Client: Blue Cross Blue Shield -MO

**Responsibilities:**

* Implementing CR's and additional functionality. Worked on SQRs.Worked on data conversion for PS HRMS Mexico implementation.
* Developed the interfaces/Application Engines (Inbound/Outbound). Created/Modified PS queries as per the requirement.
* Made the changes to the delivered code to meet the requirements of the client. Created the Technical design document for each item assigned
* Interacted with the Key Users/Report Recipients and other functional users and trained them on the PS Query Tool and other menu driven reports.
* Preparation of Technical Specifications after understanding the functional Requirements.
* Planning and prioritizing the delivery of assigned components. Involvement in Design Build and testing for the enhancements.
* Reviewing the code of team members after development is completed. Updating technical design documents if changes are made at later stages by the end-users.
* Providing support during user acceptance testing, integration testing and production go-live of assigned component.

**Education**

Bachelor of Engineering – Mechanical Engineering, Mumbai University, India May 2009

Master of Science – Information Technology, University of Central Missouri May 2013

**Workday Skills Self Rating:**

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| **Skills** | **Rating out of 10** |
| Workday HCM Core, BP, Integrations | 8 |
| EIB | 8 |
| Core Connector | 8 |
| Workday Studio | 8 |
| XML, XSLT, SOAP and REST Webservices | 8 |
| Workday Reporting | 8 |
| Workday Security | 7 |