|  |  |
| --- | --- |
| **Gopi Purilla** |  |
| **gpurilla02@outlook.com** |
| **+91-9493362369** |

**Sr HRIS Consultant**

**Experience Summary**

* 12 years of experience with experienced in implementing end to end solutions for various ATS systems
* Revised the existing architectures and optimized handful process to improve data quality and availability
* Designed and mentored the solutions to alien with technology trends, compliances
* Skilled in define multiple solution options to business problems aligned to cost, effort and risk profile
* Adroit at-risk management plans preparation by identifying the risks in advance
* Experienced in managing and leading technical and architecture teams
* Proven track record of managing large scale changes and delivering effective solutions
* Solid experience in data migration from Taleo to various systems – ORC, Oracle Fusion, Workday, Avature
* Successfully managed and delivered projects in a global environment on time within budget
* Good knowledge on Audit process, handling of sensitive data
* Well exposure to end-to-end recruiting process in banking, insurance, energy and defense industries
* Proven technical thought-leadership to assist in the most difficult and complex solution delivery and operation support problems
* Knowledge on Workday Core HCM concepts, Compensation, Oracle Core HCM, Talent Management
* Experience in Avature implementation, Avature Live Video Interview implementation and ORC

**Skills Synopsis**

|  |  |
| --- | --- |
| Applications: | Oracle Taleo, Oracle Recruiting Cloud, OBI, PeopleSoft, Workday, Oracle Cloud HCM, Talent Management, Avature, Yello, Smash Fly, Smart sheets, Visio  |
| Skills: | TCC, Xml, Xslt, Java, REST API, .Net, Python, Jil |
| Engagement Experience: | Project Management, application architect, Application strengthening, risk assessment, Design, E2E implementation, End User Training, Fit/Gap Analysis, Testing, RFP |
| Industries: | Banking, Insurance, Defense, Energy, Aviation, BIG 4, state project |

**Education**

Bachelor of Technology from Jawaharlal Nehru Technological University (Campus) Anantapur, AP, India

**Certifications**

* TOGAF 9.2 (The Open Group Architecture Framework) certified
* Oracle Global Human Resources Cloud Implementation Essentials
* Blue Prism Accredited Certified Developer
* Learn with Workday

**Professional Experience**

**Tata Consultancy Services, Houston, TX Apr 2023 – Nov 2023 HRIS Implementation Lead**
**Customers:** Delta airlines
Applications: Avature

* Collaborate with IT teams, set the expectations and ensuring that solutions are met with business goals
* Analyze current ATS system, list out the areas to be improve with new ATS system
* Documentation of various challenges/ showstopper issues, prioritize it
* Connect with various teams and educate them on available features
* Ensure all systems are integrated well and data exchange is happening per design
* Perform and lead UAT activity and document the issues; closure timely
* Prepare of QRGs, provide end user training

**Synapsis Inc, Houston, TX Sep 2021 – Mar 2023 Solution Architect**
**Customers:** Cummins, KPMG, MLGW, Delta

Applications: Visio, TFS, ServiceNow, Jira, Taleo Enterprise Edition, Taleo Connect Client, Oracle Recruiting Cloud, Oracle Cloud HCM, Talent Management, Avature, Yello, Smash Fly
Skills: TCC, XML, XSLT, Python, Java

* Understand the TA goals and prepare the roadmap for various releases
* Prepared the architecture diagrams, present to stakeholders to buy-in decisions
* Collaborate with IT teams, set the expectations and ensuring that solutions are met with business goals
* Design the solution to On-board of Avature Live video interview and set the expectation to stakeholders
* Modified the existing process flows to on-board new systems like Yello, Smash fly and are compliance
* Identified long term and short-term plans and designed the scalable, optimized, reliable solutions
* Identified the areas of opportunity for automation and lead to implement them
* Research issues, analysis, and identify the options to complex issues, includes pros, cons, risks, benefits, costs, and unintended consequences
* Developed business process strategies, configure, and troubleshoot the application
* Evaluate the current solution and application architecture to identify and address the gaps
* Manage, execute, and communicates system upgrades to stakeholders
* Periodically connect with business and present the progress, roadblocks, issues, risks

**Cognizant Technology Solutions US Corp., College Station, TX Apr 2017 – Sep 2021**

**Technology Architect**

**Customers:** Citibank, Vertiv, Prudential, L3 technologies, Targa

Applications: Taleo Enterprise Edition, Taleo Connect Client, Recruiting, Onboarding, OBI, eclipse, Avature, ServiceNow

Skills: TCC, XML, XSLT, .Net, Java, Jil, sql, Rest API

* With strong HR Technologies knowledge, offered the solutions for various systems
* Helped diverse customers to data migrate from Taleo to other systems – ORC, Workday, Fusion
* Worked with EA team, understand the organization goals, functional specifications
* Analyze existing designs, identified the opportunities for optimization
* Prepared short-term and long-term goals, set the expectations to stakeholders
* Challenged the status quo and streamlined handful of processes
* As technology expert, proven experience in application and solution design
* Ensuring transition of solution design to technical design and implementation
* Lead the implementation of process improvements to increase overall efficiency, effectiveness, and user experience
* Translated functional requirements into technical specifications for development, data mapping, function mapping
* Provided subject matter expertise to support business requirement definition, process design, implementation of processes
* Managed delivery across IT, business, employee, and vendor teams to deliver the business functionality
* Architect and managed the HR processes from a systems and technology perspective
* Provided demo on proof-of-concepts, created architecture documentation, testing strategies
* Strong customer handling skills and ability to lead & mentor teams
* Proven experience in Architecture, Design, development, and delivery of Hire-to-Retire flows

**Business Intelli Solutions Inc., Frisco, Texas Feb 2015 – Apr 2017**

**Programmer Analyst**

**Customer -** SunTrust Bank Inc., Atlanta, GA

Applications: Taleo Enterprise Edition, Taleo Connect Client, Recruiting, Onboarding, Visio, Workday

Skills: TCC, XML, XSLT

* Lead the team in configuration decisions for Recruiting and Transitions modules for configuration of mobile career section and advance E-Offer
* Improved the application integrations success rate from 30% to 85% within a month
* Integrated Taleo with various applications within and outside the organization
* Upgraded Taleo zone (TEE) and TCC integrations to version latest version(s)
* Implement, build, and support scalable technology solutions to improve employee experience
* Designed solutions across Taleo Recruiting, onboarding/ transitions, reporting and lead enhancement projects
* Developed a data migration strategy and communicate conversion solutions across the project teams and business stakeholders

**Cognizant Technology Solutions, Chennai, India Oct 2011 – Dec 2014**

**Programmer Analyst**

**Customer:** Cognizant Technology Solutions

Applications: Taleo Enterprise Edition, Taleo Connect Client, Recruiting, OBIEE

Skills: TCC, XML, XSLT, .Net, sql

* Acted as a global POC for all recruitment process queries
* Coordinated with Talent Acquisition Group (TAG)/ HR team for various business needs
* Assisted with implementation configuration as necessary
* Created BO reports and TCC integrations to exchange the data periodically between applications
* Involved in the audits and ensuring the process is perfect and sharing the necessary documents