**Balasubramanian N**

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**Achievement-driven professional seeking assignments in Process Enhancement | Transformation | Process Migration | SAP Interface | Digital Transformation | Supply Chain Management Automation| Tool Implementation| Process Automation (Blue prism) with a leading organization of reputed in the Financial Services Sector with enriched cross-cultural experience of nearly 10+ years in managing entire scope of Process & Business Transition and Transformation.**

**Profile Summary**

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• **Manager: Genpact India Pvt Ltd**

Currently working as a Manager to execute the project milestones for financial transition and Transformation of R2R, P2P and O2C Projects. Managing 3 F&A Global Accounts (P2P, O2C, R2R) in respect to the Process Transformation. Implementing process excellence through productivity. Prepare & Implemented FMEA, Metric Base lining & harmonization.  Implementation of Duplicate identifier tool – prevented duplicate payments.  Periodic review of Project contracts in comparison to AS-IS delivery.  Identify Revenue leakage

**BPS Industry**

**•Transformation Professional: DXC Technology**

As part of “Offering Delivery & Transformation - OD&T” team worked for Financial Projects (P2P, R2R and O2C) Transformation & Automation.  Worked as a Process lead for DXC Transformation & Process Automation initiative covering major F&A accounts.  Managed the Transformation projects & responsible for TO-BE solution design, cost impact analysis & implementation.  Align with F&A Delivery leads, DXC client’s IT for automation planning and Implementation. Raise change request for any project change deviation. Focus on Agile Finance using Digital Transformation & Automation tool - RPA (UI path, Blue Prism), KOFAX & other Invoice automation & workflow tools.  Review of F&A accounts on Process level & Identify Transformation and automation opportunities.

**BPS Industry**

**Lead Financial Analyst: IBM India Pvt Ltd**

**BPS**

**Industry**

Leading transformation projects across various clients. Did 2 Complete end-to-end transitions remotely. Was involved in General Ledger & Record to report processes. This role involved, Marketing Accrual Interface Schedule checking, Brand wise Analysis of Variances on a Monthly basis. Monthly review with the Marketing Manager regarding the Variances. Reconciliation and Analyzing of Balance Sheet Accounts. Sales and Use Tax entries posted to GL accounts.

•**Assistant Manager: Euro RSCG Advertising Pvt Ltd**

End-to End Flash reporting, Preparation of Profit and Loss Account monthly, Preparation of Supplier and Customer ageing Analysis on monthly basis. Preparation of PBC reports and sent to Corporate Office. Customer and Supplier agreement renewals and follow-up with the sales team. Preparation of Expense Reports and sent to corporate office. Supplier TDS and Service Tax filing. Following-up with Lawyers for pending case issue. (Suits)

**Adverting Industry**

•**Manager- Accounts & Inventory**: **Favorite Group**

**Garment Industry**

Receive the Material from the supplier and calculating the Markup value for Price fixing, Generate the Barcode Labels and fixing up with the Materials, Receive the orders from the outlets and dispatch the goods to the respective shop/locations, Co-ordinate with Software team for customizing the reports from the Management. Reconciling each Vendors on a Weekly Basis.

**Wealth of Expertise:**

**Project Management | Procure To Pay, Record to Report , Order to Cash & IC | Delivery Operations | Transformation | Process Enhancement | Best Practice Implementation | Transition & Migration | Client Engagement | System Integration | People Management**

**Career Milestones**

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• Became the lead “go-to” person for process transition from due diligence to stabilization period to shared service center across clients from various regions – From 2014 to 2019 successfully transitioned 9 countries.

• Essayed a stellar role as:

- Transformation SME role for end to end implementation of SAP up-gradation and e-tools which specializes in optimizing and standardizing the process; validated the FTE‘s ,SLA and Country Specific Process

- Part of the Global Process team to transition various P2P, R2R and IC activities for third party clients & also for the HP, HPE and DXC enterprise services.

- Consultant for R2R and P2P projects (end to end implementation) (based on configuration and support for GL, AP, UAT Testing and Go-live)

• Raised FITGAP & Deviation/Change Requests; actively participated in Local Design Workshops onsite and mapping the country SOW (statement of work) to the Global SOW.

• Collaborated with the client for the development of Global Operation Model for R2R operations across countries/regions with standard processes on policies, guidelines, tolerances, etc.

• Awards & Laurels:

 - Received appreciation from Client Director for managing and standardizing the process.

 - Received appreciation from ADM/Regional manager and clients for implementing auto reconciliation process in R2R (Trintech - Cadency)

 - E-award and appreciation from Transition, Transformation and Global Lead for successfully managing the multiple transitions.

**Transformation /RPA Experience**

1. Identify the pain areas from operations team
2. Study the in-depth knowledge of transactional activities.
3. Best practice approach.
4. Standardization
5. Gather the transactional volumes for a year.
6. Support as Business analyst to get a resolution.
7. Recommend for Automations Case study preparations
8. Automation cost analysis.
9. FTE savings – Analysis.
10. Value driven process for any specific clients.
11. Reverse engineering process for any specific activities.
12. PDD creation – through Visio | KT documentation.
13. Test case scenarios – creation and testing in Test in pre-production environment.
14. Hypercare support from BA side and project side.
15. Handover to operations team.
16. Fallout analysis of existing bot automation.  Why there is no productivity on each bot etc.,
17. Scheduler Server time allocation on each bot.

**EXPERIENCE (SUMMARY)**

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| **Company** | **Role** | **Period** |
| Genpact India Pvt LtdDXC Technology  | Transition ManagerProfessional I Transition  | October’19 to Till dateJanuary 2009 – October’19 |
| IBM India Pvt Ltd., | Lead – Financial Analyst | October’07 – December’08 |
| Euro RSCG Advertising Pvt Ltd | Assistant Manager  | March’04 – September 07 |
| Favorite Group | Accounts cum Inventory Manager | February’00 – February’04 |

**KEY RESULT AREAS (across the tenure)**

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**Managerial:**

• Leading and managing projects inclusive of identifying potential processes and developing framework; implementing processes in line with the guidelines for improving operational efficiencies.

• Handled 25 member team which involves appraisals and carrier path discussion with the employees.

• Spearheading overall operations for executing projects involving resource mobilization, execution within cost & time parameters; monitoring compliance in terms of documentation and processes

• Overseeing the transitioning of project/program to offshore; entailing conducting feasibility study, defining engagement process for transition & preparing / framing an onsite offshore model

**Functional:**

• Understanding business process, studying and analyzing workflow to design solutions (As-Is and To-Be Analysis and Freezing); conducting GAP analysis & preparing 

Requirement Document for approval.

• Analyzing user requirements in order to understand problem domain and to suggest alternatives available for a solution to them; reviewing various alternatives available, & choosing best solution available

• Managing compliance efforts entailing appropriate documentation, testing and reporting on various financial control activities as well as reporting to management regarding internal controls (financial, operations & compliance)

• Addressing all the important issues & defining best practices for project support and documentation

**Technical:**

• Mapping business/user requirements & undertaking quick gap analysis.

• Cadency tool administrator for providing access to new user, Template creation, and bank reconciliation template uploads, Auto reconcile rule creation for Zero balance accounts, Grouping of all accounts with respective parent/Child relationship, email notification setup for open items, coordinating with Vendor to facilitate and fixing any issues within the tool.

• Creating Chart of Accounts, Account Groups, GL Accounts along with Cost Centre Accounting, Profit Centre Accounting

• Handling the configuration and customization of enterprise structure, Financial Accounting global setting, General ledger Accounting.

• Framing company code and configuring of business area, fiscal year variant, field status variants, etc.

• Designing the solution for the product; managing the process setup and monitoring development; extending post go-live and application maintenance support to the client.

• CART – RTR Reconciliation tool implemented for a new customer and supported during guided production & post go-live.

• Assurenet Reconciliation tool implemented for a new customer and supported during guided production & post go-live.

• eForm (Ventura) - RTR Journal entry tool implemented for a new customer/new region extension.

• eClose – RTR period end close activities tool implemented for a new customer/new region extension.

• iDMS PTP – Invoice processing tool implanted for a new customer/new region extension.

• Black line tool implemented for RTR reconciliation process.

• BPC (Business planning and consolidation tool) implementation /support for RTR during month end close.

• Blue prism configuration support for new opportunities within the existing client environment.

• Blue prism configuration support includes the fallout analysis of each bots, and how best we can increase the efficiency of the bots.

• Provide process map, best solutions to the configurators to the map the process get a better result.

• Provide test case scenarios on bot developments and test all the results in Debug mode/development machines.

• Provide business case studies on volumes of the new improvement opportunities.

**Kaizen projects done:**

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**Balance sheet reconciliation standardization project implemented:**

 **The Best practices includes as follows: -**

\* To standardize the account reconciliation across the geographies using the tool.

\* To get all the accounts reconciled using one tool

\* Define standard schedules/timelines based on the risk ratings.

\* Only high-risk accounts are reconciled during the month end close

\* Medium and low risk accounts to be certified by DXC/ AFC .

\* Define standard escalation matrix across the regions.

**Academic Detail**

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• M.Com from University of Madras, in 1998.

• B.Com. from University of Madras in 1994.

**Others**

• Sem-A NIIT course (SQL & Java)

**Personal Details**

**Date of Birth**: 11th July 1974;

**Address:** No.2080 Lakshmi Tent Road, Ramamurthy Nagar, Vijanapura, Bangalore 560016.

**Languages Known**: English, Kannada, Hindi, and Tamil.