# Balu Sosale

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I am seeking a leadership opportunity that enables me to accelerate the implementation of business strategies utilizing cloud and modern Information Technology practices. My approach is shaped by 25+ years of experience spanning Conduent (Xerox), IBM, Advance Auto Parts, Truist Bank, and Keane Inc.

**PROFILE SUMMARY**

* **Leadership and Management**
  + Managed a team ~ 200, $30 Million with stakeholder management experience and delivered successfully in Financial, Healthcare, Retail and Transport industries
  + Provided leadership for Cloud, Enterprise Architecture Consulting, Business Transformation initiatives by adopting pragmatic approach in improvising and resolving the complex business issues
  + An effective communicator, critical thinking, problem solving, interpersonal skills and influencing decision makers
* **Major accomplishments**
  + Built an Azure cloud practice team of 30 with $4m in a span of one year resulted in revenue of $15M/Yr
  + At Xerox, architected end-to-end solution to implement Image Automation of Enrolments (A Covid-19 project) for 9 healthcare clients thus by saving ~$10 million USD for the cost of manual work
  + For Advance Auto Parts, Architected migration of financial data from four different legacy systems (Oracle EBS, PeopleSoft, IBS and JDA) by decommission to Oracle Cloud there by saving the client ~$20M USD
  + For IBM, Architected and Managed migration of Custom homegrown Business asset Transformation solution to the Rational Suite thus by saving ~ $5 million USD in development cost as well as reduction of labour force offshore
* **Cloud practice and consulting business development**
  + Cloud practice leader with ability to sell, scope and win the projects. Excelled in Sales lifecycle management (RFI, RFP, SOW) and client management skill and certified Azure Practice leader for Xerox
  + Skilled in mapping clients’ business requirements and translating these requirements into functional specifications.
  + Mastered in creating the cloud adoption, Operations, Services, Accounts, Governance, Security, Network, systems Engineering, and Financials
* **Cloud Architecture** 
  + Certified Azure Solutions Architect - Expert and specialized in migrating on-premise applications to Azure (IaaS, PaaS, SaaS) and Hybrid deployments
* **Cloud deployment, Engineering and technologies**
  + Implemented Azure Storage Migration (Netezza to Azure Databricks and implemented Azure Synapse predictive analytics replacing SPSS).
  + Implemented Azure security and identity services, Azure Active Directory, Domain Services, Azure Governance, Multi Factor Authentication, Authorization, Identity and Access Management (IAM), Cryptography, Key Management, Access Controls and Security Protocols, B2C, Data Privacy
  + Hands-on experience in configuration of high availability, BCP/DR resiliency for Azure environments
  + Deploying SAP workload in Azure for a healthcare and retail industry clients
* **Enterprise Architecture**
  + Expertise in planning, executing & spearheading IT Projects and streamlining to enhance operational effectiveness
  + Well versed in redesigning monolithic applications as micro-services, containerized app for serverless in cloud
  + Comprehensive experience in Enterprise Architecture and its tools (QualiWare and IBM Rational System Architect)
* **Implementation and best practices**
  + Implemented Azure cloud DevOps, SLA’s and responsible for end-to-end agile Project methodologies, and
* **Other Technologies and hands on expertise**
  + SAP - Basis, HANA, GRC, Security background. .Net, React, Java Script, WebSphere application server, Linux
  + Hands on experience in implementing spring boot, Dockers and DevOps, CI/CD pipeline, Linux

**EMPLOYMENT DETAILS**

**Conduent (A Xerox company) Director - Azure Infrastructure – ETS Leader May 2019 to Present**

* As leader in Cloud Enterprise implementation services, aligned with Financials, Government and Transportation verticals and responsible for practice development and cloud implementations

**Leadership**

* + Built a cloud practice team of 30 (offshore, onshore) with $4m in a span of one year resulted in revenue of $15M/Year
  + Maintained the Client relationship with C-level execs and educating on evolution of cloud technologies and its adoption
  + Responsible for Product management of 6 Internal solutions and planned its Investments, delivery and best practices

**Client Impact**

* + Provide technical oversight for client engagements and align with business objectives that resulted successful execution
  + Impacted ~25 client engagements in healthcare (HIPAA data migration from Netezza to Azure data bricks, Synapse for Aetna, BCBS FL, Humana, CareFirst), Transport (mission critical e-learning platform European Airbus, NY MTA), Financials (Bank of America, SunTrust), and Government (Child services for California, Michigan, Alabama) and others that resulted in well architected, Secure, on time and successful implementations

**Azure Cloud Practice**

* + Leadership for Azure consulting by defining strategy, architecture principles, best practices and technical design standards, developed assets for assessments, accelerators, POCs and sales lifecycle presentations and templates
  + Provided thought leadership through regular publications and lunch-n-learn sessions.
  + Guidance for the implementation of hosting complex applications workloads utilizing Azure PaaS (SQL Server, HDInsight, service bus) and other cloud services
  + Delivered Azure Deployment diagrams of Integration Architecture for the migration for Lift and Shift initiatives
  + Responsible for defining cloud systems engineering, network architecture using Azure virtual networks, VPN and express route to establish connectivity between on-premise and cloud, Azure resource management templates
  + Established Cloud Implementations practices, troubleshooting and identify performance improvements, connectivity and other issues for the applications to hosted in Azure by developing custom scripts and template for faster implementation

**Advance Auto Parts Financial Transformation Integration Architect August 20, 2018 to April 2019**

* Provided cloud architectural consultation to align business priorities with Corporate Finance, CTO, PMO and Development teams. This is to migrate the legacy systems (EBS, PS, IBS and JDA) to Oracle ERP finance cloud R13 and HRIS to Workday.
* Responsible for Architectural leadership in designing and implementation of integration strategy between a four legacy finance systems and target state Oracle cloud finance systems that resulted in successful implementation
* Defined business processes flow (GL, Treasury, Accounting, HR), identified opportunities for automation, and roadmap for the implementation of future state financial systems that aligns with broader cloud transformation
* Implemented Resiliency - Emergency Response, Disaster Recovery (DR) and Business Continuity (BCP) plans
  + Defined, documented and maintained target state domain architectures applying with guiding principles and technology standards that resulted in resolving inefficiencies, remediate gaps, improved the alignment between Business and IT
  + Delivered Solution Architecture Design (SAD) documentation and diagrams and perform formal presentations for the approvals of Architecture Review Board (ARB) and Client’s executives.

**Truist - BB&T Bank, Raleigh Senior Enterprise Architect August 2014 to August 2018**

**Architecture Leadership**

* + Managed $2M budget 30 people offshore team to support creating complex diagrams, integrations and meta model
  + Completed ~2,000 L1, L2 Architecture, context diagrams as part of regulatory and BIAN 4.0 standards requirements
  + Ensured that BB&T’s development projects (~800) achieve a high standard of architecture assurance and reuse (20-30%) by following enterprise standards and industry best practices
  + Partnered with Bankers on field for a newly launched on-line banking platform for the usability experience
  + Analysed the current BB&T Information Technology landscape to identify weaknesses and work with BB&T IT Services owners to develop opportunities for improvements resulted report to the CIO for investments roadmap
  + Drove the adoption of the first ever curriculum-based training model for new technologies within IT resulting in a repeatable capability-based development program

**Enterprise Architecture**

* + Develop conceptual and detailed architecture, and collaborate with business stakeholders to drive fruition of the plans
  + Provided consultation, Training, and guidance to Enterprise/Solution/Domain Architects in their related subject areas
  + Defined EA Methodology, improved and advocated corporate standards, procedures, metrics and policies
  + Developed Business Unit Assessment a motivation Framework to accelerate Business architects understanding
  + Onboarded Architects (~50) on standardizing Developed Solution Architecture Design (SAD) documentation in IBM Rational Systems architect tool to perform digital presentations to the Architecture Review Board (ARB) and executives

**Product management for IBM rational system architect to support BB&T EA practice**

* + Established central source of truth for enterprise and domain specific architecture models and patterns for all LOB’s
  + Foundation laid for ServiceNow, Archer and streamlined vendor management process by saving Millions of dollars

**IBM Inc. Research Triangle Park, NC Enterprise Architect Consultant May 2002 – August 2015**

Played multiple leadership roles i.e. established EA practice, modernized Business transformation systems for global IT

**Leadership**

* + As part of IBM’s IT initiative established enterprise architecture practice with sponsorship from global CIO, and collaborating with IT Execs, and internal teams to support 250 architects that lasted for 10+ Years
  + Responsible for establishing customer support for Rational Systems architect for clients e.g. US Dept of Defense
  + For $1B IT transformation (Project Blue), Established architecture artifacts repository with diagrams, designs, business analysis, databases, systems, and a meta model for Sales, Supply chain, retail, manufacturing and distribution domains

**Major Accomplishments**

* + As a Manager, migrated Custom homegrown Business asset Transformation solution to the Rational Suite resulted in saving ~ $5 million USD/Yr and reduced team from 55 to 30 in USA, India, Japan and China
  + Created sophisticated custom code to migrate 70,000 definitions/diagrams of Enterprise Architecture content from Qualiware to IBM Rational System Architect. Code enabled quick migration that resulted in productivity and cost saving of $2 million
  + Established standardized IT models for program deliverables, increasing the accuracy of implementation costs and reducing the cycle time by over 50% for solution delivery

**Enterprise Architecture practice**

* + Delivered standards and repository for reference architectures, Business, Information, Data, Network, Infrastructure, Strategic Roadmaps, Application Portfolio Management, Technology Life Cycle Management and Exec/CIO Dashboards

**Solution Architecture responsibilities**

* + Translated business requirements into systems qualities and repeatable design strategies and patterns, such as Non-functional requirements (adaptability, scalability, availability, and reusability)
  + Drove the adoption of enterprise level capabilities in the areas of business process automation, business intelligence, business rules externalization, document generation, and enterprise service bus. Completed several large implementations aimed at transforming business operations, increasing premium volume, and operational efficiency
  + Ensured development and incorporation of business architecture with other layers.
  + Lead project teams through potential POC efforts related to new technologies or new use of existing technologies
  + Co-responsible with the Business Transformation and EA Governance team for the overall success of the project.

**Product management for IBM Rational System Architect Administration and Training**

* Managed a team of 8 developers and a team of 165 users worldwide as **Enterprise Architect**
* Managed the deployment of the infrastructure supporting Rational System Architect (SA) Tooling to CIO global architect community to establish consistent modeling practices, instituting mechanisms for reuse and harvesting of IBM asset content for future use. The program exceeded expectations in achieving goals while improving the use of EA data in support of real APM projects.
* Created reusable Architectural Building Blocks (ABBs) to increase productivity and eliminate errors during the creation of Solution Designs and Enterprise Architecture diagrams.
* Eliminated $60K/year server cost and $100K/year of Qualiware maintenance costs.

**Keane Inc, Charlotte, Minneapolis as an IT Consultant May 1994 – August 2002**

***SAP ABAP Developer***

* Selected to define company structure, personnel structure, pay scale structure and wage type structure. Led team to create Jobs, Positions and Organization, and Info Types for the company.
* Extended 850 (outbound PO) and 810 (inbound invoice) IDOC’s by adding VAT registration number and defined messages types and partner profiles. Carried out testing and monitoring of the EDI interface after configuration. Mapped the IDOC data into EDI subsystem using Mercator tool.

**AHOLD INFORMATION SYSTEMS – Greenville, SC 1999-2000**

***Technical Team Lead***

* Provided leadership to create statements of work and build databases to ease the analysis for inventory.
* Prepared test plans for the online programs and built a routine for conversion of ADABAS calls in 200 programs
* Managed a team of 40 to architect and develop ADABAS to DB2 conversion pilot project requiring high-level analysis

**Pillsbury Inc, MN *Sr. Systems Analyst* - Supply Chain Management**  **1994-1999**

* Managed large-scale projects to implement value-driven systems that enabled the organization to transform and grow. analyzed needs and issues, established objectives and requirements, secured the funding, defined the strategy and approach, and led the standardization and automation of core processes. Trained, mentored, and managed team of 8, and established the framework necessary to deliver results across complex environments.
* Managed multiple projects as Account Manager of Keane and made Pillsbury as one of the biggest client accounts for

**Rocket Scientist - India 1987-1992**

Designed Canopy and Windshield frames for a fighter aircraft using CATIA modelling tool

**EDUCATION**

* BANGALORE UNIVERSITY, India Bachelor of Science in Mechanical Engineering (BSME)
* Kennedy Western University – CA MBA in MIS. Thesis due Aug 2020 in Cloud Deployment of HyperScience

**CERTIFICATION**

* Cloud: Awarded Microsoft Certification as Azure Solution Architect Expert on Jan 4th, 2020, Passed AZ 300 and AZ 301
* Completed Eight open SAP HANA certifications with Record of Achievements
* Certified Java Programmer
* Attended advanced Applied Business Architect curriculum conducted by IAG