# PROFESSIONAL SUMMARY

* Result oriented individual with 6+ years of IT experience, who consistently delivers results even in challenging situations. Strong organizational and communication skills, the ability to effectively multitask and demonstrated success in building positive working relationships at all levels.
* Experience on EIB Inbound/Outbound Integrations, Workday STUDIO, Document Transformation, Security Administration, Report Writer (Advanced, Matrix, Transposed, Composite) along with all types of calculated fields.
* Hands-on experience with building integrations on Workday STUDIO using SOAP, REST and deploy the project to capture data on the tenant.
* Experience in Workday Security which include creating and configuring all types of security groups with their domain policies and business process policies.
* Experience in the areas of finance modules, payroll, compensation, benefits, business process flows and transforming them into Workday designs.
* Developed Composite report for Income Statements. Created custom reports with calculated fields for finance modules that include Balance Sheets, Accounting Periods and Trial Balance which are all collaborated with cost centers.
* Experience in implementing new practice for developing the security modules and maintaining authentication policies and proxy access policy for tenant access.
* In-depth application development experience with Workday Web-Services, XML, XSLT, Document Transformation and Excel including pivot tables.
* Configuring the Cost Center roles and Location Hierarchy roles to the appropriate end users (Manager, VP, Director) in Workday finance for approval routing, invoice and requisition approvals.
* Expert project mediator, effective communicator with senior, mid-level management and IT staff.
* Collaborated in the planning, development and roll out of all Workday System Development and Support, including upgrades, new functionality rollout.
* Experienced to work with Workday Report Writer, Business Intelligence Reporting Tool (BIRT), creating custom integrations with third-party applications using Workday Cloud Connect and Enterprise Interface Builder (EIB).
* Ability to exhibit Sound judgment and Decision-making skills along with exemplary leadership in constructing Strategic vision, Generating Financial success, and Delivering positive results across multiple organizational functions.
* Experienced in managing Project Management - Working & Steering Committee discussions
* Excellent understanding of Business Requirement gathering, Business Process Modeling and Analysis
* Effective team player and excellent communication skills with insight to determine priorities, schedule work and meet critical deadlines.
* Pioneered in several full life cycle HR system implementations. A consistent high performer with excellent client relationship management skills.
* Possess strong analytical, problem solving and programming skills.
* Excellent Team player with result-oriented, fast learner, excellent communication skills.
* Ability to converge technical skills and analysis methods to provide solutions to meet business needs.
* Continuously strives to cultivate technical development skills and to adapt industry best practices.

# TECHNICAL SKILLS

**Workday skills:** Workday HCM, Workday conversions, Workday Report Writer, Core connectors, Workday Studio, Time Tracking, Absence, Learning, Compensations and crystal reports

**Web technologies**: XML, HTML, XSLT, XSD

**Web services**: SOAP, WSDL

**Data base and tools**: SQL Server, MS Access, Talend.

**Quality management**: Test Director, Win\Load Runner Methodologies/ Framework: Spring, Hibernate, Use Case Diagrams, Sequence Diagrams, Activity Diagrams, swim lane diagrams and Class Diagrams, Agile, scrum

**Operating system**: Windows, Linux, UNIX

**Document processing and multimedia**: MS PowerPoint, MS Project, MS Visio, MS Web, MS Excel, Adobe Photoshop, Dream Viewer

# PROFESSIONAL EXPERIENCE

**Client: Faro technologies Inc, Lake Mary, FL. Jan 2020 - Present**

**Role: Workday Techno Functional Consultant**

**Responsibilities:**

* Involved in full life cycle implementations, which includes Development, testing, Reporting, Go-live and Post Go-live support of workday modules (Core HCM, Recruiting, Benefits, Payroll Interface, Time Tracking, Absence Management and Learning)
* Participated in Requirement gathering, Analysis, Project planning, Cloud implementation, Test case design and execution for new Workday implementation project.
* Worked Closely with HR Partners and business users to collect requirements for Compensation, Benefits, Talent, Recruiting, Time and Absence management modules
* Created Test Plans and Test Cases for Integrations Testing and Functional Testing.
* Worked closely with the client's project teams to ensure that the customer's successful deployments Workday's Integrations/Reports and Postproduction Activities. Took active participation in testing with third party groups.
* Assisting in writing efficient and effective Test Plans, Test Strategy, System testing, End-to-End Testing and User Acceptance testing
* Experience in documenting and maintaining of all developed tasks.
* Building advanced reports with use of calculated fields including Extract Singe Instance, Lookup Related Values, Evaluate Expression and others.
* Configure and run calculated fields, custom reports, advanced reports, EIBs and Core connectors as required.
* Implemented Absence Management Module - Created Time off Plans, Accrual calculations, Business process changes, Security, Dashboards and setup Campaigns.
* Implemented Learning Module – Created topics, lessons, enrolments, certifications, dashboards and configured business processes.
* Created Skillsoft Integration to import licensed courseware into workday as external digital courses.
* Worked on EIB's to load the new data and alter the existing data.
* Developed various calculation fields on specific reports to pull the required data.
* Developed an integration to use DocuSign within workday, which help company fully digitize processes from start to finish of the documents.
* Setup dashboards and worklets within the Workday system environment with the use of data points from third party systems like SAP, ADP, Concur and Tableau.
* Designed and developed sets of integrations to integrate Workday HR with recruiting systems.
* Developed XSLT document transformation to deliver the data in CSV or Pipe delimited formats.
* Developed outbound integrations using Enterprise Interface Builder (EIB), Web Services SOAP, WSDL, XML, and XSLT Document Transformation for several integrations from Workday to downstream internal and third-party systems and provide necessary security for related functional area to launch the EIB.
* Worked on integrations relating to OKTA Single Sign On (SSO) and other benefit integrations.
* Configured Business process for background check, offer and distribute documents or tasks.
* Created a Core Connector to send the changes detected on the worker information.
* Created BIRT layouts in studio for Merit, Bonus and offer letter template.
* Created studio integrations for Background check API and Assessment using listener service in studio to receive HTTP post calls with a JSON body.
* Worked with the Background check API vendor in gathering requirements, and to test the connection for the POST and GET calls. This is a JSON based API, where send request to vendor and use HTTP post in studio to send the details.
* Create Security groups for user based, role based, segment based to provide access to the end user also create ISSG’s and ISU’s to assign independent security to the integration systems
* Created API’s according to the requirements needed for the vendor.
* Assign and complete HRIS tickets from ServiceNow as per the Service Level Agreements (SLA) defined and work closely with Global Program Manager, HRIS to update and resolve the tickets
* Configured different processes and rules within the tenant for recruiting.
* Configured PICOF/ PECI and Payslip integrations for the implementation of Global Payroll project consolidating around 26 different Payroll systems.
* Created Test Plans and Test Cases for Integrations Testing and Functional Testing.
* Coordinated in performing Unit testing and End to end integration testing and involved in vendor testing.
* Created Technical Design Documents, Functional Design Documents Runbooks and transition documents.
* Well experienced in use of Excel and excel functions also have experience in developing macros.

**Environment:** Workday 31, 32 & 33, Workday Studio, PICOF, Core connector, Custom reports, calculated fields, benefits, recruiting, Absence Management, Time Tracking, Learning, SFTP Configurations, PGP and 3rd party configurations in workday, Whitelisting the IP, XML and XSLT transformations.

**Client: Red Hat, Raleigh, NC. Oct 2019 – Jan 2020**

**Role: Workday Technical Analyst**

**Responsibilities:**

* Configured PECI and PICOF integrations for the implementation of Global Payroll Project
* Build PECI + Workday Studio (Outbound) for Brazil ADP– Developed custom studio integrations to send 10 different files for each worker based on different transactions, namely New Hires, personal Data changes, Compensation Changes, Position/Job change transactions. Etc.
* Developed PICOF/ PECI integrations for 10 different countries
* Building advanced reports with use of calculated fields including Extract Singe Instance, Lookup Related Values, Evaluate Expression and others.
* Coordinated in performing Unit testing and End to end integration testing, and also involved in ADP testing.
* Worked Closely with HR Partners and business users to collect requirements to develop PICOF/PECI integrations
* Involved in Integration Testing while validating the integrations.
* Created and used calculated fields in reporting, business processes, integrations and other areas within Workday.
* Also acted as business analyst, worked with third party vendors on several integrations during the project. Getting requirements from the vendor (ADP), configured integrations in Workday.

**Client: CF Industries, Chicago. Dec 2018 – Sep 2019**

**Role: Workday Technical Consultant**

**Responsibilities:**

* Worked on several calculated fields like Extract Single Instance, Extract Multi Instance, Lookup Related Value, Evaluate Expression, True or False conditions, Arithmetic Calculations, Formatting Date Fields for Finance Operations.
* Building applications of varying complexities with configurable security and access layers using XpressO and expose data models through web services and REST APIs to support integration or extend the Workday Application.
* Developed different custom reports including Matrix reports, Advanced reports, Composite reports on Finance modules for Income statements, Balance sheets, Accounting periods.
* Build applications with the same look and feel at a fast pace using the internal language and abstraction layer called XpressO.
* Configured Supervisory Organizations, Cost Centers, Locations and its Hierarchies.
* Designing, building and providing support for Core HCM and the entire compensation framework of Compensation Management in Workday including creating Compensation elements, Compensation packages, Eligibility rules (primary for Salary, Bonus, Merit, Allowance and compensation plans).
* Configured workday security roles and groups to the required level of confidentiality and work with assigning User-based and Role-based security groups to the employees.
* Involved in document transformation to assist the Core Connector Integration using XSLT followed by Element Transformation Validation (ETV) and XML to Text (XTT).
* Designed regression-testing scenarios for the STUDIO integrations during upgrades.
* Converting Advanced Reports to Web Services (RaaS) to meet the desired requirement for Inbound/Outbound Integration with transformed data from third-party application.
* Collaborated with the integration consulting team in helping to configure and test integrations between workday and third-party custom solutions.
* Supporting the users during UAT in resolving functional queries related to upgraded applications.
* Created various EIB integrations using Workday templates and engaged in validating and customizing BP’s for integration.

**Environment:** Workday Studio, EIB Integrations, Workday Report Writer, Document Transformation, XML, XSLT, RaaS, REST, SOAP.

**Client: Vanguard, PA Mar 2018 – Nov 2018**

**Role: Workday Consultant**

**Responsibilities:**

* Maintain and day to day support of Workday HCM Business Processes like Compensation, Hiring, Performance, Security and Talent Management.
* Generated different kinds of reports- Simple, Advanced, Composite and Matrix reports to meet client requirements within the Workday Tenant.
* Created Supervisory organization, Matrix organization, Subordinate organization.
* Performed operations on Re-organization as per the business requirements.
* Created and configured Custom reports, used filters and prompts.
* Designed and configured custom reports for Finance, Compensation and Payroll.
* Created Calculated Fields for Custom Reports to ensure required report delivery.
* Write reports that extract Workday Data, deploy the data in other formats to satisfy various needs.
* Developed different custom modules, which includes Compensation, Benefits, Core HR and Payroll.
* Used job and job family groups as filters for locating specific job profile in a promote list as well as for writing reports relating to the job profiles.
* Identified the existing customizations, going through the compare reports using Transposed Reports.
* Use EIB with XSLT specifications to transform the document format of workday report into the desired file format such as XML, CSV, TXT.
* Worked on security groups to enable the organization to set up configurable security.
* Worked on security groups such as user-based, role-based and segment based.
* Worked on both Constrained and Un-constrained security groups.
* Developed impact and preliminary analysis in SDLC and participate actively in their implementation.
* Developing testing strategies and verifications scenarios along with project scope and requirement documents, diagnosed functional issues, report bugs and take ownership of issues resolutions.
* Participation in the daily status review meetings to update the project management team on the status of open, in-process, closed tickets with the appropriate analysis of each ticket status.

**Environment:** Workday Report Writer, Workday STUDIO, XSLT, Web Services, EIB Integrations, Implementation Tenant, Sandbox Tenant, Production Tenant, Ms Excel.

**Client: HSBC, Hyderabad, India Jun 2014 – Dec 2017**

**Role: Security and fraud risk analyst**

**Responsibilities:**

* Recruited from college for aprogram after intensive screening process. Organization wide initiatives like Best Practices for Management and Development of Operational Cost optimization models.
* Writing and implementing efficient code.
* Testing and evaluating new programs.
* Identify areas of modification in existing programs and eventually developing these modifications.
* Developing quality assurance procedures.
* Maintaining and upgrading existing systems.
* Working closely with other developers, UX designers, business and systems analysts. Working with departments on technical issues including software system design and maintenance.

# EDUCATION

**Webster University, St. Louis, MO, USA**

* Master’s in Computer and Information Science

**JNTU, Kakinada, Andhra Pradesh, India**

* Bachelor’s in Computer Science and Engineering

References will be provided upon request.