**Adish Vakharia**

Sr. SuccessFactors Consultant (HR Analytics)

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**Profile Summary:**

* 8+ years of Human Resource experience including customization, implementation, Integration and Maintenance of SAP SuccessFactors ERP technology as well as Workday HCM (Human Capital Management).
* HCM expertise in various module such EC, RCM, RMK, LMS and Onboarding 1.0
* Involved in various phases of implementation: Requirement gathering, Workbook, System configuration, Integration, Data Migration, Testing, Documentation and Coordinate with various team.
* Hands on with inbound/outbound integrations using Core/cloud connector, report writing (BIRT), EIB, Workday Studio, Web services, calculated/custom fields, XML and XSLT file.
* Expert in Plateau Report Designer (PRD), ORD, Canvas reports, Story report and scheduling.
* Good understanding of core HCM process including Enterprise Structure, Personal Structure, Organizational Structure and Payroll.
* Expertise in monitoring and managing Incidents and defects using Service Now and HP Quality Center.
* Proficient in Microsoft Office suite: Advance Excel, Macro, Word, and PowerPoint.
* SME on integration, reporting and RCM along with strong analytical, critical thinking and problem-solving capability.
* Help team with designing and implementation of interface using CPI, SFTP, AWS and Odata APIs.
* Part of 2 full SFSF HCM suite implementation with successful go live.
* Familiar with Onboarding 2.0 process, Document templates, forms, configurations and security.

**Certifications:**

* SAP SuccessFactors
  + Employee Central
  + Recruiting Management
  + Learning Management System
* AWS Solution Architect Associate (In-progress)

**Work Experience**

**DXC Technology (December 20 - Present):**

**Client: Major gas and utility company based in NJ**

**Project: Implementation of Recruiting and LMS module Role:** Principal SuccessFactors Consultant

* Configuration, customization, integration, and maintenance of SAP SuccessFactors Employee Central, Learning Management system, recruiting management, and Recruiting Marketing module
* Part of end-to-end SuccessFactors LMS and RCM implementation for a company of 40k employees
* Conduct sessions and connect with stakeholders, managers, administrators, and end users to understand requirements and help with SAP best practices
* Configure and maintain job profile builder within Employee Central
* Create and maintain Corporate structure, Organization structure, business rule, workflow and template in Employee Central
* Defined the data load strategy and single-handedly worked on extraction, transformation, analysis, and loading of legacy data
* Enhanced and customized external career websites using Recruiting Marketing’s (RMK) career site builder
* Perform changes and manage various recruiting templates from provisioning, i.e., Job requisition, Job application, and Offer template
* Help team with all type of reporting including Table, ORD, Ad-hoc, Canvas and PRD used for LMS
* Performed ETL activity for 25K+ users and load/extract demographic data, organization data, and learning activity
* Upgrade SAP’s quarterly and yearly enhancements and validate if it has any impact on current process/system
* Configured and managed AWS architecture using EC2, S3 buckets, Redshift, crawlers, and Gule jobs
* Built data pipelines using SAP, AWS, and PowerBI for recruiting analytics and scheduled them using ODBC connections
* Create PowerBI dashboards and provide various charts based on statistical/analytical process
* Create SAP ticket regarding environment issue and stay updated with latest SAP launches and quarterly updates

**Deloitte Touche Tohmatsu LLC (DTT) (Aug. 19- Dec 20):**

**Client: GSA NewPay (Mar. 2 – May 18), NYC School Construction Authority (Oct. 19 – Feb 20):**

**Project: SAP SuccessFactors Payroll implementation Role: SuccessFactors & Payroll Consultant**

* Configure and test SuccessFactor RCM environment and provide and demo to business and sales
* Gather requirements, create functional documents, test scripts design documents and job aids for business
* Understand end to end process and create flowchart using Visio
* Attend weekly status meeting, take notes and team up with internal team to accomplish weekly task
* Keep notes of business process, change and enhancements
* Help team with data analysis/validation, smoke testing, creating master slides and job aids
* Trains and supports team members for business tools
* Prepare client for LMS go-live, by coordination of multiple development teams and user groups
* Monitor daily LMS jobs, in-out bound integration & work on change and enhancements.

**Cognizant Technology Solutions (Aug 16- July 19):**

**Client: Oshkosh (Oct. 2018 – March 2019)**

**Project: ATS Integrations and reporting Position: SuccessFactors Consultant**

* Create integration using enterprise integration builder (EIB), Connectors, Workday Studio and Webservices.
* Consulting with clients on verity of data integrity issues to resolve all issues that could impact timeline.
* Create custom report and calculated fields to fetch the required data from the tenant.
* Deploy workday objects from implementation to sandbox and production tenants by change management process.
* Integrate requisition created in Workday with SuccessFactors req. Id via provisioning configuration.
* Write SQL query and create learning completion report using Plateau Report Designer (PRD).
* Manage and configure application status as well as XML template such as JRDM, CPT, CDM, and Offer Template.
* Perform functional unit testing, Integration testing and deploy change to production tenant.
* Maintain picklist, data migration, requisition creation, Internal-external posting, and notification.

**Client: Delta Airlines (August 2016 – September 2018)**

**Project: SAP Horizon Position: Business Analyst (SAP HR and Payroll)**

* Pre & post go-live payroll support as well as performed end-to-end payroll data validations for 30K+ employees on daily basis.
* Worked on change requests, gathered business requirements, and prepared BRD, coordinate with technical team on development.
* Worked closely with business on resolving data errors.
* Help business to migrate AICC and SCORM based learning along with learning history using connectors

**Technical Skills:**

* Data visualization, Reporting, Database Management, Data Analysis
* Libraries: NumPy, Pandas, Scikit learn, Seaborn, PyPlot, TensorFlow with knowledge of NLP, ML, Deep Learning (RNN, DNN, CNN)
* Python, R studio, SQL, Hadoop, AWS, PowerBI, Tableau, Excel
* SDLC, Processes: Active Methodology, Waterfall, Agile, Scrum

**Education:**

* New Jersey Institute of Technology (M.S.) – **Data Science (May 2022)**
* Rutgers School of Engineering (Undergrad) - **Electrical and computer engineering (May 2016)**