Workday Integration Developer

Deepesh Dhanlaxmi
Email: sweedee1513@gmail.com
Status: U S CITIZEN

PROFESSIONAL SUMMARY:

- **10+ years** of IT experience in **Analysing/Design/Development/Implementation/Deployment/Testing.**
- **7+ years of** experience in **Workday integration,** worked on various modules such as **HCM Benefits, Payroll, Recruiting, Reporting, Compensation, Time Tracking, absence management, Finance.**
- Experience with **Workday Integrations, Security Framework, Integration** Security, **Workday Studio,** Cloud Connect, Enterprise Interface Builder, Calculated fields, Business Processes, and **Workday** Reporting including BIRT reports.
- Experience designing, developing, and deploying integrations aligned with **Workday** and partner ecosystem best practices.
- Experience documenting detailed system integration specifications, field mapping, and system process designs as well as operations guides for ongoing support.
- Worked on several other Third party system integration initiatives involving **Workday, DellBoomi, Mulesoft** and other systems.
- Familiar with Unit Testing, System Testing, User Acceptance Testing methodologies.
- Knowledge of web service technologies **(REST, SOAP, WSDL).**
- Knowledge of Single Sign On technologies, such as **Okta.**
- Strong problem solving, troubleshooting and analytical skills.

- Strong knowledge of **Workday**'s core integration technologies, including Studio, Enterprise Interface Builder **(EIB), Cloud Connect, Core Connector, Document Transformations, XML/XLST, Workday** Report Designer **(BIRT)RaaS,JSON.**
- Strong knowledge and understanding of structured analysis and technical design techniques
- Strong knowledge of **Workday**'s custom reporting capabilities leveraging **Advanced Reports, Calculated Fields,** and navigating standard fields and related business objects.
- Experience building numerous **Workday integrations** across the full **Workday** Human Capital Management, and Payroll platform.
- Experience creating the appropriate security frameworks for each integration, including Integration System Users **(ISUs)** and Integration System Security Groups **(ISSGs).**
- Analyze **Workday release** updates to understand of future impact changes, in relation to client existing configurations and resolve the issues.
- **Design and develop** new integrations for the **Workday** architecture and conduct unit and integration testing.
- Designed both inbound and outbound integrations to integrate with other systems by **Workday** Studio **(cloud** integration template), **Workday** connectors and EIBs.
- Experienced in working **PECI and PICOF** for sending payroll demographic/pay information to the external vendors.
- Works on complex issues where analysis of situations requires an in-depth evaluation of variable factors.
- **Troubleshoot production** issues and coordinate IT, business, and vendor teams to resolve.
- Skilled in accessing, importing, and transforming data using **XSLT, XML, WWS, SOAP,JSON and Document Transformation.**

- Conduct incident management and integration monitoring.
- Proven skills in working **XTT/ETV in XSLT along with XSLT 3.0** latest features for streaming and template manipulation.
- Migrating workday instances by using **Launch Object Transporter** from **implementation to sandbox and Production tenant.**
- Adept in creating and managing the tenant wide security policies for different tenant and giving different kinds of accesses (**native sign in, SSO, MFA with Authenticator app or backup code or Duo or one time email pass code**) to various user or role-based groups in an organization.
- Experience with the various technologies involved in Simple object access protocol **(SOAP) (REST) APIs development (XML, XPath, XSLT, Web Services).**
- Sound knowledge on configuring **business processes, scheduling and notification and debugging** the integrations.
- Created integrations with **End-to-End Connectors** (Kaiser, Anthem etc.), trouble the core connector integrations using diagnostic file and changes diagnostic audit and changes audit file.
- Good understanding and worked on **Calculated Fields, Advanced Report Writing, and custom reports**
- Profound understanding on staffing models, defining hiring restrictions to **Job and position management**
- Worked **staffing web service** for Hire employee, put application, get workers
- Involved in all the phases of the **Agile - Scrum** with main importance in developing the Software Applications.

TECHNICAL SKILLS:

Workday Technical	Workday Integrations, Core Connector, EIB (Enterprise Integration Builder), Workday Studio, Reports, Calculated Fields, Workday studio, Web Services, and Security Groups,HCM, Data Transformation.
Workday Skills	Workday Integration, Workday Studio ,Workday Report Writer, BIRT, BP, Configurations, EIB, Core connectors ,Security
Tools	Oxygen2.0 ,XML, XSLT, Microsoft Office,SDLC,AGILE, OKTA, Service Now, Lucid Chart, Community,Jira,Confluence,Sharepoint,Slack.
APIs	SOAP,REST,WSDL

EDUCATIONAL QUALIFICATION:

- Bachelor Degree of Commerce
- May 2009
- Mahatma Gandhi University, Kerala, India

PROFESSIONAL EXPERIENCE:

Workday Integration Engineer

Comfort Healthcare – TX   **Jan 2020 – Oct 2023**

Environment: Workday Integration, Workday Studio EIB, **Core Connecter**, Document Transformation, Workday Integration using   SOAP, REST,XML, XSLT, XPath,RaaS,JSON, **R1/R2** Release Updates, Testing, web service integration for **single sign on, AT Testing, Field Mappings.**

Responsibilities

- Developed multiple outbound integrations using **EIB, CC, Studio, Web Services SOAP, REST,JSON, WSDL, XML, and XSLT Document**
- Configuring EIB (Inbound &Outbound), Core Connector, **CCB,CCW** for developing Studio integrations (Outbound & Inbound) to integrate with third party systems
- Conduct all phases of product development life cycle, including the **analysis, design, testing, Field mapping and** integration **of products.**
- Conduct component and data architecture design, performance monitoring, product evaluation and design recommendations.
- Provide support for systems, processes, and customers and responds in a timely manner to incidents.
- Worked on Integration integrating with Middleware such as **Mulesoft,Dell bhoomi** and other systems.
- Capable of communicating effectively with management to provide technical and solution guidance.
- Serve as the point of contact on integration files between Workday and outside vendors that include enhancing, solving existing issues with integration systems and debugging file transfer failures.
- Ability to debug complex Workday studio integrations and help in break fix resolution.
- Create detailed integration specifications, field mappings, and designs to support the entire integration deployment life-cycle.
- Monitor scheduled integrations and develop automated management processes.
- Research integration failures, perform root cause analyses, and report back to management and business leaders. Develop plans to mitigate and avoid future system issues.
- Use internal tools and become familiar with our unique development environment to provide superior custom-application and Workday integration support.
- Familiarity with Workday administrative functions including tenant configuration, data loads, payroll configurations and maintenance
- Responsible for workday Integrations end to end testing to support the **workday** release updates to ensure the stability by comparing between current version and next version of workday tenants.
- Reviewed and participated in testing for all system fixes,upgrades.patches and other maintenance-including biannual **workday** release and new system features.
- Good record of accomplishment of effectively interacting with internal and external stakeholders
- Configured **ISU** and **ISSG** for building new Integrations.
- Good Knowledge of analysing **PECI** output files after running the integrations.
- Manage code deployments in **Studio**, fixes, updates, and related processes associated with a release.
- Expertise in developing Payroll interfaces using **PICOF** with the help **of** Workday **Studio** and Document Transformation to meet client's complex payroll requirements
- Serves as a Subject Matter Expert providing guidance to other team members
- Involved in design, development of end-to-end connector integrations in benefits.
- Collaborated with vendor team for gathering requirements, determining the scheduling and documenting the key information for document sign off from the client.
- Developed integrations using web service **SOAP, REST, WSDL, XML, XSLT,JSON,RaaS** on the Workday Cloud platform.
- Developed **SOAP** and **REST** web services and developed WSDL specifications

- Primary role in creating **Inbound Integrations** by using Studio to load Payroll data in to Workday system using Web services.
- Used **sequence generators**, generating templates and validating inbound integration system results.
- Involved in Data Conversion, Workday BP Configuration.
- Coordinated with other functional modules for integration checks
- Created reports with Workday Report Writer and creating custom integrations with third party applications using Workday **Cloud Connect and Enterprise Interface Builder (EIB)**
- Supported on all kinds of issues of related to **Reports and Integrations**
- Configured workday configurable security as per client's business requirements
- Worked on various enhancements related to EIB **Integrations, Core Connectors, PICOF, Studio Integrations and Custom Reports**
- Configured business process and created notifications
- Monitoring all the Integration jobs as per schedule.

Workday Integration Developer

Paychex- NY   **Dec 2018 –Dec 2019**

Environment: Workday, Workday Studio, EIB, Workday Report Writer, HCM (Benefits, Talent   Management, ESS & MSS, Payroll and Time Track), XML/XSLT, ETV & XTT, iLoads, Workday Report Writer, Cloud Connectors.

Responsibilities:

- Participated in Requirement gathering, Analysis, Project planning, Cloud implementation, Test case design and execution for new Workday implementation project
- Developed integrations using **XML, XSLT, SOAP, web service** on the Workday cloud platform in various functional areas.
- Worked Closely with HR Partners and business users to collect requirements for Compensation, Benefits, Talent, Time management and recruitment modules.
- Involved in sending/receiving data from workday system to/from external third parties.
- Used functions such as **ETV/XTT to do XSLT** file transformations for integrations on Workday Cloud, proficiency in understanding **SOAPUI, WSDL, XML, XSLT** languages.
- Maintained Studio Integrations within the organization, Responsible for break fixing, debugging of the integration.
- Troubleshoot Workday configuration and reporting issues to identify and fix root causes.
- Maintain log of issues for existing reports & document new report needs
- Managed integration deliverables associated with Workday Implementation projects.
- Responsible for developing the reporting strategy for the HCM Domain. Advised the business on the use of leveraging Workday Standard Delivered reports.

- Configured **ISU** and **ISSG** for building new Integrations.
- Good Knowledge of analysing **PECI** output files after running the integrations.
- Manage code deployments in **Studio**, fixes, updates, and related processes associated with a release.
- Expertise in developing Payroll interfaces using **PICOF** with the help of Workday **Studio** and Document Transformation to meet client's complex payroll requirements
- Serves as a Subject Matter Expert providing guidance to other team members
- Involved in design, development of end-to-end connector integrations in benefits.

- Collaborated with vendor team for gathering requirements, determining the scheduling and documenting the key information for document sign off from the client.
- Daily Implementation of company data into Workday and migration of system information.
- Responsible for Build, configure and migrating (Launch Object Transporter) the Workday Integrations that were built using EIB's, Cloud Connect and Workday Studio across tenants

Workday Integration Consultant

Charles Schwab- CO   **Jan2017-Nov2018**

- **Environment:** Workday, EIB, Workday Studio, iloads, Transformation using XSLT, XML, Web services, **BIRT**, Workday Report Writing, custom reports, calculated fields, compensation, MS PowerPoint, MS Excel.

  Responsibilities:
  - Primary focussing on developing Integrations using EIB, **Core Connectors and Studio** integrations to integrate with third party systems for various functional areas.
  - Creating the Advanced reports and calculated fields to achieve desired output for the users, exposing the report as a **Raas**
  - Day to day support of **Workday Integrations and resolving** the issues in a timely manner.
  - Developed integrations using **EIB, Core Connectors, Document Transformations and Studio** integrations.
  - Create various integrations and used XSLT code to transform XML data to various files formats and to safely deliver files using SFTP server. Thorough understanding in using different APIs for connecting to third party systems (**WURK, JobVite etc.**).
  - Designed workday core connector integration for change detection by using transaction log, DIS, and PECI, WECI connectors
  - The configured **workday business process to run as per schedule**
  - Performed End to End testing for workday Integrations to synchronize the data between **Oracle and Workday.**

Workday Consultant

Zoltinfo Solutions-Houston   **May 2016 – Dec2016**

Environment: Workday, EIB, Workday Report Writing, custom reports, calculated fields, compensation, MS PowerPoint, MS Excel.
Responsibilities:
- Transformed business requirements into functional specifications
- Understanding the process flow and defining the scope, analysing the dependencies and creating the functional design.
- Responsible for development, support, maintenance and implementation of a complex project module
- Worked directly with clients to implement, support and integrate Workday HCM technology solutions into their business environments. Deliver Knowledge transfer on developed reports to client directly
- Worked with business team to review report requirements. Maintain/Assign security role assignments
- Analysed data, develop and generate routine and Adhoc reports
- Worked on the business processes, created flows , assigned access to various groups.
- Provided delivery support for Workday Human Capital Management applications to our clients
- Closely follow the strategic direction set by senior management when establishing near term goals

- Analysed, designed and/or developed best practice business changes through technological solutions
- Supported the implementation of ==Workday== HRIS system and post-implementation Hyper Care
- Analysed and presented data for regarding methods of improving workflow, coordinated group project

Zenefits HCM Consultant

LAHEJ & SULTAN COMPANY – UAE, Dubai   **May 2012 – Jan 2015**

Environment: Zenefits, Report Writing, Compensation, MS PowerPoint, MS Excel.

Responsibilities:

- Worked along with HRIS specialist and manager to identify ways to reduce errors in data entry and assist in implementing improved processes/systems
- Created test scenarios and assisted in performing tests to insure all processes work according to predetermined goals
- Worked closely with the Infrastructure team and business users to maintain the ZENEFITS related applications
- Responsible for job monitoring and recovery, hardware optimization and planning, and application patches and upgrades for the Lawson systems
- Maximizing up-time, performance, and availability of ZENEFITS
- Responsible for the protection of data for the Zenefits system
- Manages Zenefits security including roles and rights to use certain Zenefits functions and helps determine and establish roles for new modules or applications
- Provides high-level end-user support the Zenefits system to resolve system issues
- Responsible for troubleshooting system related issues and opens support cases to resolve issues when needed
- Acts as a liaison to the business users to maintain integrity and confidence in the system.
- Coordinated and provided end user training for upgrades, new modules, etc
- Worked with developers to create and maintain Process Automation workflows and Design Studio
- user interfaces
- Trained associates on the various tools and applications in Zenefits and ServiceNow
- Monitoring and triage the ticket queue to groom Service Now requests
- Worked with the lead Administrators and Developers by gathering and documenting Request for Enhancement requirements
- Built test scenarios and assisted in performing tests to ensure all processes work according to predetermined goals
- Provided backup and assisted to other members of HR Ops team, particularly during bi-weeklypayroll process
- Monitoring Performance management system
- Assisted in the evolving development of ==workday==
- Developed and executed audit queries for HRIS data integrity
- Provided excellent customer service to associates

Deepesh Dhanlaxmi

- Garland, TX, US

Contact Information

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- 4693229561

Work History

Total Work Experience: 11 years

- **Workday Integration Engineer Comfort Health Care**
  Jan 01, 2020

- **Workday Integration Consultant Paychex**
  Dec 01, 2018

- **Workday Developer Charles Schwab- CO**
  Jan 01, 2017

- **Workday Consultant Zoltinfo Solutions**
  May 01, 2016

- **Zenefits HCM Consultant LAHEJ & SULTAN COMPANY**
  May 01, 2012

Education

- **Bachelors** | commerce (Accounting)

Skills

- **communication** - 10 years
- **team meeting** - 10 years
- **microsoft outlook** - 9 years
- **requirement gathering** - 7 years
- **research and development** - 7 years
- **==workday==** - 7 years
- **design documentation** - 6 years
- **peer reveiwing** - 6 years
- **unit testing** - 6 years
- **business requirements** - 5 years
- **debugging studio codes** - 5 years
- **documentation** - 5 years
- **==integrating== with other third party** - 5 years
- **==integration== testing** - 5 years
- **interfaces** - 5 years
- **eib** - 4 years
- **feild mapping** - 4 years
- **==integration==** - 4 years
- **leadership** - 4 years
- **monitoring** - 4 years
- **qa** - 4 years
- **raas** - 4 years
- **reporting** - 4 years
- **security** - 4 years
- **software** - 4 years
- **transformation** - 4 years
- **web services** - 4 years
- **xml** - 4 years
- **xslt** - 4 years
- **dell bhoomi** - 3 years
- **mulesoft** - 3 years
- **service now** - 2 years
- **slack** - 2 years
- **business analysis**
- **business development**
- **business process**
- **business process improvement**
- **commerce**
- **compensation**
- **compensation and benefits**
- **configuration management**
- **consulting**
- **core connector**
- **customer service**
- **data management**

- **data migration**
- **enterprise resource planning**
- **human capital management**
- **human resource development**
- **human resources**
- **human resources information systems**
- **information technology**
- **management**
- **microsoft office**
- **performance management**
- **recruiting**
- **strategy**
- **talent management**
- **workday human capital management**
- **workday integration**
- **agile** - 9 years
- **sdlc** - 8 years
- **scrum** - 6 years
- **microsoft excel** - 5 years
- **microsoft powerpoint** - 5 years
- **report writing** - 5 years
- **hr management** - 4 years
- **troubleshooting** - 4 years
- **workday studio** - 4 years
- **servicenow** - 3 years
- **jira** - 2 years

Work Preferences

- Desired Work Settings: Remote
- Likely to Switch: True
- Willing to Relocate: False
- Travel Preference: 0%
- Work Authorization:
    - US
- Work Documents:
    - US Citizen
- Desired Hourly Rate: 75+ (USD)
- Desired Salary: 145,000+ (USD)
- Security Clearance: False
- Third Party: False
- Employment Type:

- o Full-time
- o Part-time
- o Contract - Corp-to-Corp
- o Contract - Independent
- o Contract - W2
- o Contract to Hire - Corp-to-Corp
- o Contract to Hire - Independent
- o Contract to Hire - W2

Profile Sources

- linkedin: https://linkedin.com/in/deepesh-dhanlaxmi-46a240205
- facebook: https://facebook.com/chartercom
- linkedin: https://www.linkedin.com/in/fnu-deepesh-46a240205
- Dice: https://www.dice.com/employer/talent/profile/d2643d74f27341767df24bc21237fc47