RICARDO JOSÉ ROMERO MORILLO

SUCCESSFACTORS EMPLOYEE CENTRAL CONSULTANT

+1 407 861 2197 – ricardo.romero@inversioneslrh.com

Career Profile

SAP SuccessFactors consultant with +10 years of experience on various implementation projects: Employee Profile, Employee Central, Time-Off, Timesheet, Global Benefits, Performance & Goal Management.

Participation in all the different phases of implementation, from the preparation to the deployment, with teamwork and inclined to the search for solutions for the challenges presented in each phase of the project.

I have been the lead consultant for the past five years in most projects I have participated in, and I was the project leader at the TERNIUM project. My Knowledge of Employee Central (EC) covers HR processes analysis and functional solutions for the correct execution with the benefits of the Employee Central module.

Some of my skills are… design and configuration for the organizational, location, job, and pay structure for the legacy and MDF foundation objects definition architecture. Construction of Position object, global and country-specific fields for personal and employment data. Creation of legacy picklist and the actual MDF picklist on Picklist center with massive upload and connexion with standard and custom fields. Construction of approval workflows and business rules (Save rules, On-edit rules, Time-Off rules like accrual, Hire, termination, period-end processing, and take rules. Implementation of the Time-Off and Time Sheet with the work schedule, holiday calendar, time profile, time types, and time account types. Implementation of the global benefits, Dependent information, and payment information. Creation of custom objects on MDF architecture. Design and configuration of the Role role-based permission for all EC modules. Execution and configuration of the Employee Central module to be integrated with other tools such as ECP, SAP HCM, and external technologies. Workshops and demo presentations, Ad Hoc Reports, and workbook construction. Development and Application of Test Plan, Upload Employee data, Upload structures data, end-user administrators training, and password policies.

Technical Skills

- Certification on SAP SuccessFactors Associate – Employee Central H2/2023. Since Q3 2016.

- Certification on Automate Build and Delivery of SAP SuccessFactors Packages.

- Bachelor's degree in Business Administration, Rafael Urdaneta University, Maracaibo – Venezuela 2011

- Microsoft Office Suite: Excel, Access, Word, SharePoint, MS-Project, MS Visio, PowerPoint, Teams, Outlook..

- English: Advance.

- Spanish: Native.

- French: Basic.

Recent Professional Experience (Last 24 months)

- **MCLARENS**

  Job Title: HCM Specialist, Internal Consultant.

  Project description: Stabilization processes of the SAP SuccessFactors modules Employee Central and Time Off. Country, United States.

  Responsibilities: Internal support for all requirements regarding Success Factors Employee Central and time off, report creations, business rule changes, data cleansing, hires, terminations, and workflow approvals.

  Dates: 04/2022 to 05/2024.

- **DIGITEL**

  Project description: Implementation of Employee Central, Time Off, Time Sheet, and Global Benefits modules in an instance that already has Talent modules implemented while also implementing cloud payroll during the project. Country, Venezuela.

  Responsibilities: Participation in all the different phases of implementation, from the analysis to the go-live, including training, workshops, and testing of Employee Central, Time Off, Time Sheet, and Global Benefits modules as a lead consultant. Design and construct the organizational structure, location structure, job structure, pay structure, position, transactions, workflows, and permissions.

  Dates: 10/2022 to 04/2023.

- **ARCHER DANIELS MIDLAND (ADM)**

  Project description: Implement payrolls in Paraguay, Brazil, and Mexico and integration with Employee Central in the United States.

  Responsibilities: Identify integration errors based on data from Employee Central in the United States and the mapping Workbook.

  Dates: 11/2022 to 03/2023.

- **ALIMENTOS Y FRUTOS S.A.**

  Project description: Stabilization processes of the SAP SuccessFactors modules Employee Central and Time Off after go-live. Country, Chile.

  Responsibilities: Support desks of the SAP SuccessFactors modules Employee Central and Time Off lead consultant.

  Dates: 11/2022 to 01/2023

- **SIGMA**

  Project description: Implementation of Employee Central module for several countries with interrogation to Employee Central Payroll. Country, Ecuador.

  Responsibilities: Participation in the explore and realize phases of implementing Employee Central for the global template as a lead consultant.

  Dates: 08/2022 to 10/2022.

- **VOLARIS, ROTOPLAS, MARCATEL/VIVARO, IKEA, DIAVAZ, BACHOCO**

  <u>Project description</u>: Support desk. Country, Mexico.

  <u>Responsibilities</u>: Participate in the support desk to resolve incidents related to SAP SuccessFactors Employee Central, Time Off, Time Sheet, and Global Benefits modules according to SLA compliance.

  <u>Dates</u>: 03/2022 to 10/2022.

- **ARCA**

  <u>Project description</u>: Implementation of Employee Central and Time Off module.

  <u>Responsibilities</u>: As a lead consultant for SuccessFactors Employee Central, I will assist the implementation team by loading Organizational structure data, employee data, and time off data. The country is Mexico.

  <u>Dates</u>: 06/2022 to 09/2022.

- **PROYECTO RICA**

  <u>Project description</u>: Recovery of a failed SAP SuccessFactors Employee Central, Time Off, and Global Benefits module implementation and integration with Employee Central Payroll for Puerto Rico.

  <u>Responsibilities</u>: I analyzed the failed implementation, understood the processes, and implemented the Global Benefits module standard according to best practices.

  <u>Dates</u>: 03/2022 to 09/2022.

Historical Professional Experience

- **CENIT**

  SuccessFactors Employee Central Consultant, with system modifications to integrate it with other tools, Colombia, 2022.

- **CMPC**

  SuccessFactors Employee Central Consultant, for organizational structure adjustment, event reasons, employee profile, and creation of new objects, among other adjustments, Chile, Brazil, Argentina, Colombia, Ecuador, México, Perú, Uruguay, and the United States, 2021-2022.

- **MOLYMET**

  SuccessFactors Employee Central Consultant for creating a new Company, Chile, 2021-2022.

- **TERNIUM**

  Project Leader for support project and SuccessFactors Employee Central, TimeOff and Benefits Consultant, TimeOff and Benefits, Colombia, Uruguay, Mexico, Argentina 2021.

- **GRUPO FLESAN**

  SuccessFactors Employee Central and TimeOff Implementation Consultant, phase I and phase II, Chile, 2021.

- **CMPC**

  Support for SuccessFactors Employee Central and TimeOff and Benefits Consultant, Chile, 2021.

- **ENAP**

  Support for SuccessFactors Employee Central and TimeOff and Benefits Consultant, Chile, 2021.

- **PRODUCTOS DEL MAR VENTISQUEROS**

  Support for SuccessFactors Employee Central and TimeOff and Benefits Consultant, Chile, 2021.

- **KOMATSU CUMMINS CHILE LTDA**

  Support for SuccessFactors Employee Central and TimeOff and Benefits Consultant, Chile, 2021.

- **ENAEX S.A.**

  Support for SuccessFactors Employee Central and TimeOff and Benefits Consultant, Chile, 2021.

- **CONSENSO**

  Support for SuccessFactors Employee Central and TimeOff and Benefits Consultant, Chile, 2021.

- **MASISA**

  Support for SuccessFactors Employee Central and TimeOff and Benefits Consultant, Chile, 2021.

- **SAESA**

  Support for SuccessFactors Employee Central and TimeOff and Benefits Consultant, Chile, 2021.

- **IPS (Public Sector)**

  Support for SuccessFactors TimeOff and Benefits Consultant, Chile, 2020.

- **IPS (Public Sector)**

  SuccessFactors TimeOff and Benefits Implementation Consultant, Chile, 2019.

- **PRODUBANCO**

  SuccessFactors Employee Central Implementation Consultant, Ecuador, 2018.

- **CORNING**

  SuccessFactors Employee Central Consultant for support, United Arab Emirates, Canada, Brazil, Austria, Australia, China, Germany, Czech Republic, Switzerland, Colombia, France, Hong Kong, Spain, United Kingdom, Denmark, Indonesia, India, Hungary, Israel, Ireland, Republic of Korea, Italy, Japan, Mexico, Luxembourg, Poland, Portugal, Philippines, Russian Federation, Netherlands, Sweden, Singapore, Taiwan, Thailand, Turkey, United States, South Africa, 2018.

- **AVIANCA**

  SuccessFactors Time-Off Implementation Consultant, Colombia, Uruguay, Spain, Dominican Republic, France, Venezuela, Peru, Honduras, Brazil Costa Rica, Curacao, England, Nicaragua, Panama, El Salvador, Aruba, Canada, Puerto Rico, Argentina, Chile, Cuba, Ecuador, United State, Guatemala, Bolivia, Mexico & Paraguay, 2017-2018.

- **FERREYROS**

  SuccessFactors Employee Central Implementation Consultant, Peru, 2017.

- **AGROSUPER**

  SuccessFactors Employee Central Assessment, Chile, 2016-2017.

- **BELCORP**

  SuccessFactors Employee Central Implementation Consultant, Peru, 2016-2017.

- **ENAP**

  SuccessFactors Employee Central Implementation Consultant, Chile, 2016.

- **COLLAHUASI**

  SuccessFactors Employee Central Implementation Consultant, Chile, 2015-2016.

- **DERCO**

  SuccessFactors Employee Central Consultant for support, Chile, 2015-2016.

- **VISUAL K**

  SuccessFactors Employee Profile, GM, PM & JAM Implementation Consultant, Chile, 2015.

- **SAPPORT CONSULTING**

  SuccessFactors Employee Profile, GM, PM & JAM Implementation Consultant, Chile, 2014-2015.

- **ENTEL**

  SuccessFactors Employee Profile, GM, PM, SM & JAM Implementation Consultant, Chile, 2014-2015.

- **FASTCO**

  SuccessFactors Employee Profile, GM, PM & JAM Implementation Consultant, Chile, 2014-2015.

- **ACONCAGUA**

  SuccessFactors Employee Profile, GM, PM & SM Implementation Consultant for support, Chile, 2014.

- **ANDINA**

  SuccessFactors Employee Profile, GM, PM & SM Implementation Consultant for support, Chile, 2014.

- **ULTRAMAR**

  SuccessFactors Employee Profile, GM, PM & SM Implementation Consultant for support, Chile, 2014.

References

- **MELISSA DOWNS**

  Job Title: HCM Business Analyst

  Job Relationships: Direct Manager

  Phone number: +1 (704) 215-1054