

Shawn Lozano

(925) 895-7757 Shawn.Lozano@icloud.com

Workday Consultant / Architect

- Nine + years of experience with global Workday (Core HCM, Compensation, Advanced Compensation, Benefits, Absence, Time Tracking, Recruiting, Talent, Learning, Reporting, Help) implementations ranging from 1,000 to 150,000 users.
- Extensive global Compensation, Benefits, Recruiting, Payroll, and business domain experience.

Core Competencies

- Core HCM/Compensation, Advanced Compensation, Benefits, Absence, Time Tracking, Talent, Recruiting, Reporting, Help
- Testing, Calculated Fields, EIBs, Eligibility Rules, Alerts, Questionnaires, Integrations
- Post-Production Support
- BIRT custom report design
- Project Management
- Agile Development
- Requirements Gathering
- Functional Design

Experience

Apropos AMS

Sacramento, CA

1/2023 –

Present

Principal Consultant

- Architect HCM, Compensation, Advanced Compensation, Benefits, Absence, and Time Tracking modules. Create custom reports to support various operational needs.
- Complete data conversion workbooks. Create test scripts and perform unit, and end-to-end testing activities.
- Configure business processes, notifications, eligibility rules, report scheduling, and business process and domain security.
- Provide hyper-care and post-production support.

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Stride, Inc.

Herndon, VA

1/2023 - 1/2024

Workday Functional Lead

- Provide subject matter expertise and guidance to on best practices, system configuration, and implementation methodology, and collaborate with implementation partner to ensure successful integration of Workday.
- Analyze, design, configure, test, and deploy Workday solutions to meet the business requirements of the company, including HCM, Compensation, Advanced Compensation, Benefits, Absence, and Time Tracking modules.
- Configure business processes, supervisory organization hierarchies and restrictions, notifications, eligibility rules, report scheduling, and business process and domain security.
- Create custom reports to support various operational needs.
- Create test scripts and perform unit, and end-to-end testing activities.

Atlassian

San Francisco, CA

11/2022 – 3/2023

Workday Compensation Consultant

- Configured tenant for merit and promotion cycle, including plan assignment, eligibility rules, budgeting, creation of calculated fields, and reports.
- Performed extensive testing and prototyping and created documentation for changes made, in alignment with SOX protocols. Utilized EIBs and other mass data tools.
- Lead training/support calls with Compensation team and HR Business Partners while cycle was open.
- Created system infrastructure to support Sales team moving to base/commission pay mix approach, versus base + commission.

Bonterra

Austin, TX

5/2022 – 1/2023

Workday Business Consultant

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- Served as Project Manager and Functional Lead for Workday implementation of HCM/Compensation, Advanced Compensation, Benefits, Recruiting, Payroll, Learning, Talent, Absence, Time Tracking, and new Help modules.
- Performed configuration and testing across all modules being implemented, created test cases, documentation, managed defects to resolution, and provided knowledge transfer to process owners and service center team.
- Provided post-production support across all modules and engaged third party vendors as needed for the overflow of break/fixes and change requests.

Stanford Healthcare Stanford, CA

1/2021 – 4/2022

Principal Business Systems Analyst

- Defined business processes, functional requirements, and eligibility rules. Performed testing, data mapping, configuration, and reporting to validate builds function as intended.
- Provided production support and troubleshooting for Compensation, Benefits, and Absence modules. Created and load **EIBs** for compensation changes, one-time payments, step adjustments, updates and overrides to absence plans, etc.
- Supported new releases by creating test scripts, performing end-to-end testing, and managing defects to resolution.

CompXperts

Rocklin, CA

9/2016 –

12/2020

Workday Consultant

- Provide expertise for multiple end-to-end global Workday implementations covering Core HCM, Benefits, Compensation, Advanced Compensation, and Reporting.
- Configure, launch, and support merit and bonus cycles. Define eligibility rules and create grids.
- Define business processes, functional requirements, and eligibility rules. Perform data mapping, configuration, testing, and reporting to validate builds function as intended.

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- Provide WD update impact analysis, create user documentation, and provide production support.

Bohler Engineering

Warren, NJ

6/2020 –

8/2020

- Set up new benefit offering including provider, plans, coverage targets, eligibility.
- Created outbound integration with benefits provider.
- Made changes to custom report layouts using BIRT report writer.
- Configured Payroll items (Deductions, proration, recalculation).

Boeing

Renton, WA

6/2019 – 5/2020

- Provided go-live support for global rollout of Workday to user base of 150,000 employees.
- Responsible for configuration analysis, design, configuration changes, and testing.
- Performed ongoing maintenance to support the hiring process, job catalog, competencies, and compensation changes within a SOX compliant framework.
- Created calculated fields, business process conditions, eligibility and validation rules, dashboards, and custom reports.
- Gathered requirements and created user stories.

OSIsoft

San Leandro, CA

3/2017 – 12/2018

- Workday Functional Analyst for Advanced Compensation implementation. Defined requirements, validated configuration, and performed testing.
- Provided production support for Workday Compensation.
- Benchmarked jobs against external market compensation data to ensure the competitiveness of base salary structures, incentive programs and other pay programs.
- Created salary structures, organizational job hierarchy, and recommendations for annual merit budgets.

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Gilead Sciences

Foster City, CA

5/2017 –

12/2017

- Business Systems Analyst for integration of international cloud-based benefits system (Darwin) with Workday.
- Defined business processes, functional requirements, and eligibility rules. Performed data mapping and testing to validate imports and builds function as intended.

MuleSoft

San Francisco, CA

2/2017 – 6/2017

- Provided functional analysis and testing for implementation of Workday Compensation. Set up job profiles, grades, and grade profiles and loaded into Workday.
- Benchmarked jobs, created salary structures, and designed Sales incentive plans.

Saba Software

Redwood Shores, CA

2014 – 2016

Product Manager, Talent Management and Workforce Planning

- Managed a portfolio of SaaS products generating greater than \$20MM in revenue annually.
- Defined the product vision, strategy, and roadmap. Managed backlog of requirements.
- Created functional specifications, user stories, wireframes, workflows, and ensured clear communication of the requirements to the UI/UX and development teams.
- Led sessions with design partners (enterprise customers and prospects) to validate use cases and requirements prior to build.
- Led multiple product implementations.

Visa

Foster City, CA

2012 – 2014

Consultant

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- Defined functional requirements for Workday implementation of Core HR and Compensation modules spanning 37 countries across the Americas, EMEA, and APAC regions.
- Performed data mapping, and testing to validate builds function as intended.
- Served as primary advisor and technical expert on compensation and workforce planning-related matters, including compensation philosophy, policies, programs and approaches, and delivered solutions to the business. Had regular interaction with C-suite leadership.
- Managed and administered international and domestic compensation related activity including but not limited to merit and incentive programs, promotions and adjustments, development of salary ranges, job leveling, FLSA status determination, and other compensation projects.
- Lead global short-term incentive and focal programs across 37 countries spanning North America, South America, Europe, Asia, and Australia.

Additional work history available on request

Education

B.A. Psychology, San Francisco State University

Certified Compensation Professional (CCP) designation from WorldatWork

Innovation

Co-invented Smart Budgets for Star Employee Retention. U.S. Patent Application

S1612.70007US00, filed September 2014. Patent Pending. This is a feature within Saba's Compensation module.

Technical Competencies

Shawn Lozano

Workday, Workday Studio, ServiceNow, SalesForce, Jira, Confluence, ADP, Ceridian, Saba Cloud, MS Office, Access, VBA, SharePoint, Visio, Azure, Team Foundation Server, Agile (Scrum, SAFe)

Shawn Lozano

- Sacramento, CA, US

Contact Information

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- 9258957757

Summary

Shawn Lozano is a Compensation expert, and inventor in the area of HR technology. He is the Founder and Principal Consultant of CompXperts, an HR and technology consulting firm. He was formerly Product Manager, Talent Management at Saba Software, where he was responsible for delivering Saba's next generation of Workforce Planning and Talent Management solutions. Prior to joining Saba, Shawn practiced Human Resources for 17 years at marquee companies like Visa, eBay, and Kaiser Permanente. During that time he had the opportunity to work across a broad set of technologies and became an expert in HCM and Talent Management Systems. Shawn holds a Bachelor of Arts degree in psychology from San Francisco State University as well as the Certified Compensation Professional designation from WorldatWork. He is an experienced speaker and innovator, and has a patent pending for machine learning technology related to compensation and retention.

Work History

Total Work Experience: 16 years

- **Workday Functional Consultant Stride, Inc.**
Jan 01, 2023
- **Workday Business Consultant Bonterra**
May 01, 2022
- **Principal Business Systems Analyst Stanford Health Care**
Jan 01, 2021

- **Principal Workday Consultant** Compxperts
Nov 01, 2016
- **Product Manager Saba Software**
Jan 01, 2014
- **Consultant Visa**
Jan 01, 2012
- **Manager, Global Compensation The Pasha Group**
Jan 01, 2008

Education

- **Bachelors** | San Francisco State University

Skills

- **compensation management** - 16 years
- **project management** - 15 years
- **acceptance testing** - 12 years
- **functional requirements** - 9 years
- **business process configuration** - 8 years
- **calculated fields** - 8 years
- **eib** - 8 years
- **implementation** - 8 years
- **security** - 8 years
- **birt** - 7 years
- **configuration** - 7 years
- **workday** - 7 years
- **agile** - 4 years
- **applicant tracking systems**
- **bacon**
- **compensation plan design**
- **compensation structures**
- **darwin**
- **deferred compensation**
- **employee benefits**
- **employee relations**

- executive pay
- global compensation
- hris
- human resources
- human resources information systems
- leadership
- market pricing
- peoplefluent
- peoplesoft
- performance management
- product development
- product management
- recruiting
- saas
- sales compensation
- software as a service
- software implementation
- sql
- strategy
- succession planning
- talent acquisition
- talent management
- workday integration
- workday reporting
- workforce planning

Work Preferences

- Desired Work Settings: Remote or Hybrid
- Likely to Switch: True
- Willing to Relocate: False
- Travel Preference: 25%
- Work Authorization:
 - US
- Work Documents:
 - US Citizen
- Desired Hourly Rate: 110+ (USD)
- Security Clearance: False
- Third Party: False
- Employment Type:
 - Contract - Independent
 - Contract to Hire - Corp-to-Corp

- Contract - Corp-to-Corp
- Contract - W2

Profile Sources

- linkedin: <https://www.linkedin.com/in/shawnlozano>
- twitter: https://twitter.com/shawn_lozano
- Dice:
<https://www.dice.com/employer/talent/profile/990ee01b66b24190b2eec675dd367474>