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|  | Syed S  WORKDAY INTEGRATION DEVELOPER   |  |  | | --- | --- | | **Address** California  **Phone 909-417-2404**  **E-mail** : workdaydeveloper78@gmail.com |  | |  |

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| **10+ years of Total IT Experience**, 4 years as a Business Analyst and **6+ years as a Workday Integration Developer**, implemented end-to-end HCM & Finance solutions for various clients, integrating third-party systems and customizing reports to meet their unique needs.   * Experience creating Integration System Users ISU and ISSG Integration Security Groups for integrations and Custom Reports. * Experience with Workday security like Role-based security, User-based, and Job-based Security. Set up Security Roles and Custom Security Roles. * Maintained and enhanced existing Workday integrations and provided technical support to end-users. * Conducted integration testing and troubleshooting to ensure system stability and performance. * Experienced in Workday Reporting. Advanced Custom Reports, BIRT, Matrix, Composite Reports, and Dashboard Reporting. * Collaborated with business stakeholders and technical teams to gather integration requirements and provide solutions. * Experience in creating test scenarios and cases and coordinating the testing effort with all the stakeholders for all phases of testing, smoke testing, and UAT. * Developed custom integrations between Workday and various third-party applications using SOAP, JSON, and XML * Strong knowledge of Workday HCM, Payroll, Benefits, and Time Tracking & Financial modules such as Accounts Payable, Procurement, Accounts Receivable, and Accounting. * Worked on Workday Connectors/ Packaged integrations. Developed integrations with Benefit Connectors (CCB), Financial Connectors, Banking Connectors, CCW, Payroll Connectors (PICOF and PECI), and Time and absence connectors. * Developed and maintained technical documentation, including design documents, test plans, and deployment guides. * Experienced in creating API clients for Basic authentication, Auth 1.0, and Auth 2.0 using a bearer token. * Participated in the entire software development life cycle (SDLC) of Workday integration projects. * Experience with Data encryption/ Decryption techniques, Various file transfer methodologies (SFTP with Username password/SSH, FTP & FTPS), and sequence generators. * Extensive experience with Workday API, RAAS, Web Services, and RESTful integrations * Proficient in Workday integration tools such as Studio, EIBs, Core Connectors, Document Transformation (DT), and Multi-Document Transformation (MDT).      |  |  |  |  |  | | --- | --- | --- | --- | --- | |  | **Skills**   |  |  | | --- | --- | |  | Workday Studio, EIB, Core Connectors, Punchout Integrations, Web Services Technologies (SOAP and REST, WSDL, XSD), XSLT, XML, CXML, Workday Reports, Custom Reports, Composite, BIRT Reports, Matrix Reports, Dashboard Reports, Calculated Fields, and Visio Management Tools: Azure DevOps, ServiceNow, Jira, and Wrike. | |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | |  | **Education**   |  |  |  | | --- | --- | --- | |  |  | **Bachelor of Commerce, Osmania University, 2010** |  |  |  |  | | --- | --- | --- | |  |  |  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | |  | **PROFESSIONAL EXPERIENCE**   |  |  |  | | --- | --- | --- | |  | **Apr 2022 - Current** | **Sr. Workday Integration Consultant**  *Equinix, (Remote)*   * Create Custom reports and modify/troubleshoot existing custom reports. * Used delivered ETV/XTT functions from a custom XSLT file to transform the content into a CSV file format. * Worked on Reports to create custom reports using Workday Report Writer to meet the business needs of HR and Payroll application report consumer groups. * Configured and maintained security roles and permissions within Workday. * Analyzed Business and Integration requirements. * Worked on setting up the scheduling of reports and understanding the required permissions for report sharing and supporting the various reporting functions. * Created and enhanced existing reports. * Worked with standard and Custom Reports, assigning security to the report's primary and related business objects. * Designed and Developed Inbound/Outbound Integrations using EIB, Core Connectors, and Studio integrations in HR and Finance Modules * Developed and executed test plans to ensure solutions were functional and met business requirements. * Performed arithmetic calculations in Matrix report for counting, averaging, and summing, ranging between maximum and minimum. * Sorting and summarization to get the counts in Workday Reports * Performed filtration conditions that needed to be added in specific Workday Reports as required. * Enhanced Report performances by providing various solutions like avoiding nested calculated fields and instead using filters and other options. * Created Calculated fields for custom reports as per client needs. * Created and used calculated fields in reporting, business processes, integrations, and other areas within Workday. * And, Responsible for security groups like User-based security groups, Role-based security groups * Create & edit custom reports, scheduled processes, custom objects/fields, and calculated fields. * Well-versed in building Advanced custom reports with the help of Workday report data sources. * Employee Onboarding: Created an integration that connects Workday HCM with an external HR system to automate the onboarding process for new employees. * This integration can use Workday Studio to build custom connectors and web services to transfer data between the two systems, such as employee data, job information, and payroll details. * Designed and developed custom reports, EIB's, and Studio integrations using various tools such as XSLT. * Involved in implementing Workday HCM for various HR modules such as Time Tracking, Benefits, Absence Management, Payroll, and Compensation * Collaborated with cross-functional teams to identify and develop solutions to meet business needs within Workday. * Technical Areas: Workday, Workday Studio, Workday BIRT, Workday EIB, Core Connectors, Document Transformation, MDT, Calculated Fields, Workday Report writer, XML, XSLT. |  |  |  |  | | --- | --- | --- | |  | **Sep 2020 - Mar 2022** | **Sr. Workday Integration Consultant**  *West Monroe Partners, (Remote)*   * Worked on Simple and Advanced Integration and applied XSLT transformations to XML Data * Expertise in developing Payroll integrations using PICOF and PECI with the help of document transformation to meet clients' complex payroll requirements. * Involved in creating the Technical Design Documents for the Integrations based on the Functional Design Documents * Created and developed Simple and Advanced reports for Benefits. * Supported and maintained all the Integrations using Ticketing System * Worked on Document Transformations, applied XSLT transformations, and transformed fixed-width files into XML. * Worked on the design and development of integrations with Benefits and Payroll systems. * Hands-on with configuring EIB and building Custom Report using Calculated Fields * Worked extensively on Web Service Integration (SOAP, WSDL, and XML) * Developed several Workday Inbound and Outbound Integrations per the design specifications and Requirements using EIBs and Core Connectors * Created Different Reports (Advanced, Matrix) using Report Writer * Involved in gathering the reporting requirements from Payroll, HR, Benefits departments, and benefit, Payroll vendors. * Reviewed, analyzed, and evaluated business systems and user needs/requirements. * Configuration of Workday's Business Process framework configured Conditional Rules to guide workflow or validate data as required to accommodate desired outcomes. * Created Design Documentation for the Integrations and worked closely with the business team to resolve defects in Development. * Technical Areas: Workday, Workday Studio, Workday BIRT, Workday EIB, Core Connectors, Document Transformation, Calculated Fields, Workday Report writer, XML, XSLT. |  |  |  |  | | --- | --- | --- | |  | **Oct 2018 - Aug 2020** | **Workday Consultant**  *AAA Insurance, Detroit, Michigan*   * Strong knowledge of XML, XSLT, XPath, and other integration-related technologies * Build the integration using EIB, Core connectors & DT, and Studio * Strong problem-solving skills, with the ability to troubleshoot and resolve issues related to integrations. * Experience with developing integrations related to supplier management. * Proficiency in Workday Studio, Workday Integration Cloud Platform, and Workday Web Services * Troubleshoot the existing integration and apply the fix against JIRA / RFC (created by Business Analyst) * Removed the manual work of the hiring process. * Automated this process by enhancing new hire integration. * Benefit plans, pension plans, and probation period changes will update by integration only. * Involved in understanding the requirement and its functionality. * Ability to work independently and as part of a team. * As per business need, create custom reports, design the report using BIRT, etc. * Involved in performing system, end-to-end testing for integrations, and resolving defects. * Analyze the different versions of web services under other domains (HR, Benefits, Compensation, Staffing * Worked on the Balance sheet and Trial Balance Reports * Formulated logic and created global calculated fields which could be used across all integrations. * Excellent communication skills, with the ability to collaborate effectively with stakeholders across different departments and locations. * Built Workday integrations for Unum, LFG, Hire Right, Aspect, and Absence Soft * Developed various custom reports on AR (Customer invoices and accounts), AP (Supplier invoices and accounts), GL, and fixed assets (Business assets and depreciation values) * Technical Areas: Workday 32/33/34 Workday Studio, Workday EIB, Core Connectors, Document Transformation, Calculated Fields, Workday Report writer, XML, XSLT. |  |  |  |  | | --- | --- | --- | |  | **Apr 2017 - Sep 2018** | **Workday Consultant**  *Wells Fargo, Raleigh, NC*   * (SOAP/REST Workday Web service calls) * Developed HCM and Financial inbound/Outbound integrations using EIB and Studio * Worked closely with the client's project teams to ensure the customer's successful deployments. * Configuration, Workday Security Configuration, Integration Maintenance and Modification Enterprise Interface Builder (EIB), iLoad & Report Writer Tenant setup activities, alert, and notification configuration * Developed Various Custom Reports (Simple, Advanced, Composite, and Matrix) in HCM and Financial areas. * Involved as a critical resource in the following areas during the implementation and post-Production support activities of Workday HCM: Core Organization Setup Configuration of Business Processes and Compensation and Workday Financials: General Ledger, Banking, AP/AR, and Procurement * Maintain and support HR Business Processes of Compensation, Hiring, and Performance Management * Lead data migration and conversion from legacy systems to Workday systems using iLoad’s and EIB. * Created custom integrations with third-party applications using Workday Cloud Connect and Enterprise Interface Builder (EIB) * Created and used calculated fields in reporting, business processes, integrations, and other areas within Workday. * Created new permission lists and roles for Security Administration * Designed and Developed Inbound/Outbound Integrations using EIB, Core Connectors, and Studio integrations. * Created and Maintained integration and Reporting Documentation (Technical design Documents and FDDs) * Hire into Headcount and Job Management, Approvals of Organization Assignments, and consolidated approvals. * Used sequence generators, generated templates, and validated inbound integration system resources. * Developed integrations in Workday HCM and Financials using Connectors. * Extensively used Report Wizard, Report Builder, and Report Manager to develop and deploy reports in SSRS. * Technical Areas: Workday 26/27/28/29, Workday Studio, Workday BIRT, Workday EIB, Core Connectors, Document Transformation, Calculated Fields, Workday Report writer, XML, XSLT. |  |  |  |  | | --- | --- | --- | |  | **Feb 2015 – March 2017** | **Business Analyst**  *Washington Metro, Washington, DC*   * Have taken the initiative to drive the report development process. * Developed highly complex reports and provided information and data across various divisions. * Reviewed, evaluated, designed, implemented, and maintained reporting to support current business initiatives. * Developed the required data warehouse model using Star schema for the generalized model. * Gathered, Documented, and analyzed business requirements from clients and stakeholders. * Worked at conceptual/logical/physical data model level using Erwin according to requirements. * Worked on exporting reports in multiple formats including MS Word, Excel, CSV, and PDF * Identified and researched data issues and highlighted areas for improvement * Provided input into developing and modifying systems to meet client needs and developed business specifications to support these modifications. * Owned the assigned reports, worked on them and updated the Report Development Scheduler for status on each report. * Developed reporting utilizing Business Objects and SQL stored procedures. * Prepared Data Flow Diagrams using MS Visio to review the current and future business processes. * Responsible for making the report available for scheduling or viewing on-demand. |  |  |  |  | | --- | --- | --- | |  | **Mar 2013 - Feb 2015** | **Business Analyst**  *Fannie Mae, Washington, DC*   * Worked closely with Product Management to define new products for CHIP, Medigap & Medicare Part C * Worked towards resolving various defects and updating status reports for weekly business and technical meetings. * Testing audit trails to have data integrity and data security in the new Workstation. * Collaborated with Cross-Functional teams in Identifying and managing all Up-Stream and Down-Stream Dependencies to align the Deliverables. * Performed Gap analysis for both individual and family plans, ensure that member's information complies with privacy issues, policies, and HIPAA requirements. * Involved Designed and managing the internal intranet site (SharePoint), external websites, and hosts. * Test Data setup for the application using SQL Integration Services * Modified test scripts created by the system test team to meet User Acceptance Testing (UAT) needs. * Maintained meeting notes and presented weekly status reports on the project using Business Object Crystal Report * Participated in JAD sessions and interacted with technical leaders from various departments (Clinical trial, Drug Discovery, and Pharmaceutical Development) * Used SQL queries for Inner Join, Outer Join, Left Join and Right Join to filter data within the SQL Server * Maintained project documents such as risk management plan, action item list, project benefits list, monthly updates, and review with the project manager at regular time intervals. * Created Use Cases (Business and System Use Cases) and displayed Use Case Diagrams, Activity Diagrams, Business Flow Diagrams, Data Flow Diagrams for defining the functionality for MDW modules like Business Intelligence, Data Delivery, Security * Performed Gap Analysis to find out changes and impacts on the MDW phase 1 components that may occur in HIPAA 4010 to HIPAA 5010 migration. * Contributed significantly to developing all Business Objects universes in the Medicaid Data Warehouse. | |  | |