Naresh Avula
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605-690-8939

Summary

Experienced reporting analytics and Integrations professional with 7 plus years' experience in developing Reports and Integrations using Workday and Tableau. Possesses a high level of proficiency in creating and troubleshooting complex reports, dashboards, security configurations, Integrations and provides a high level of customer service while managing several high priority issues concurrently.

- Proficient in Development of Advanced, Matrix, Composite Custom Reports and Workday Calculated Fields in Core HR, Benefits, Payroll, Expanses, Procurement and Finance
- Build custom HR & Finance Reports, Prism integrations, BIRT, worksheets, discovery boards and dashboards on different HR & Finance modules.
- Expert in Using Microsoft Excel to test and validate workday reports.
- Worked on creating integrations and Data Mapping within workday.
- Troubleshoot reports and working on BIRT reports also modified the existing reports.
- Excellent experience in Creating XSLT's, XSLT Mappings and using name spaces and XML files.
- Thorough understanding of HR processes such as recruiting, Hiring, offer letters, employee record maintenance, payroll, Benefits, Training, Pay Planning, Performance Management/Talent Management, Applicant Tracking / On-boarding, Manager / Employee self-service etc. Knowledge of diverse business domains comprising but not limited to HR, Payroll, Retail, Benefits, Quality Assurance, Banking and Property Appraisal
- Hands-on experience with discovering, analyzing, and identifying key elements in the data thereby communicating the insights, trends, and future forecasts that impact consumer behavior.
- Extensive programming skills in analytical and statistical programming languages such as **python**, **R**, and **SQL**
- Experience gathering customer requirements, writing test cases and partnering with developers to ensure full understanding of internal/external customer needs.
- Ability to communicate in a clear and open manner through verbal, written, and non-verbal methods, to all levels of the organization.
- Expert in Visualization and dashboards using Shiny, **ggplot2, Tableau** and **seaborn.**
- Extensive experience in extraction, transformation and loading of data directly from different Heterogeneous source systems like Flat Files, Excel, Oracle, MySQL, MS SQL Server
- Proficient in designing techniques like Snowflake schemas, Star schema, fact and dimension tables, logical and physical modeling.

Technical skills

- **Cloud Technologies:** Workday - Core Connector, EIB, Report Writer, Birt Reporting, Workday Studio, and security.
- **Databases & Tools**: SQL Server, MS Access
- **Workday Skills:** Workday HCM, Financial, Recruiting, Payroll, Compensation, Benefits, Time Tracking, Security, Report Writer, and Workday Studio, ERP PeopleSoft, Tableau, Workday Web Integrations SOAP, WSDL, XML, XSLT
- **Operating Systems:** Windows Server 2000. 2003, XP, Seven, Vista
- **Internet Technologies**: HTML
- **Reporting Tools**: Workday, Tableau, Power BI
- **Document Processing:** MS PowerPoint, MS Project, MS Visio, MS Web, MS Excel

Work Experience

Sr. Workday Report Developer   **Aug 2018 – Mar 2021**

Feb 2023 - Current

Capital One – Richmond, VA

- Worked as a Reporting Specialist to create Advanced, Matrix and Composite to meet the business needs of HR, Payroll, and financial application report consumer groups.
- Develop and maintain simple to complex custom Workday reports (Advanced, Matrix, Composite) using Workday Report Writer and Report Designer.
- Create and maintain standardized, real-time dashboards to display key metrics and insights for HR and business leaders in a visually appealing manner.
- Provide support for Workday HRIS application, including researching and resolving problems, unexpected results or process flaws; performing scheduled activities; recommending solutions or alternate methods to meet requirements.

- Troubleshoot and resolve Workday tickets, ensuring timely responses and quality solution documentation.
- Collaborate with business partners to capture and document requirements for Workday reporting enhancements and fixes.
- Continually look for ways to improve regular delivery of standard analysis/reporting through automation, streamlining, and Workday reporting.
- Execution of general administration and reporting tasks pertaining to People Analytics and Systems
- Create custom Workday reports and modify/troubleshoot existing custom reports.
- Provide the Engagement Manager with status reports and keep them apprised of overall project status. Creating complex reports using the Firm's HR systems and recruiting process
- Maintains the integrity of the employee information within the systems by performing regular system audits, working closely with HR and end-user teams.
- Responsible for creation of metrics, attributes, filters, reports, and dashboards created advanced chart types, visualizations, and complex calculations to manipulate the data.
- Developed story telling dashboards in Tableau Desktop and published them on to Tableau Server which allowed end users to understand the data on the fly with the usage of quick filters for on demand needed information.
- Created extracts and published data sources on tableau Server for the users from various databases in Green Plum. Used complex joins and validated them by running and tuning long SQL queries.
- Scheduled data refresh on Tableau Server for weekly and monthly increments based on business change to ensure that the views and dashboards were displaying the changed data accurately.
- Tested dashboards to ensure data was matching as per the business requirements and if there were any changes in underlying data.
- Worked with Core HR and Talent Management modules on planned activities and coordinate across offshore teams, tasks, issues, and risks of functional process.
- Responsible for combining visualizations into Interactive Dashboards and publishing them to the web.

Workday Financial Reporting Architect   Nov 2021 – Jan 2023
Howard University – Remote

- Design and deliver future-ready Workday solutions to help organizations optimize Finance functions and enhance employees' experiences.
- Innovate and suggest new approaches and tools to deploy Workday efficiently and effectively.
- Coordinate with the finance department and internal/external development teams to identify systems' requirements and needs of the organization.
- Support Report Writers and develop calculated fields. Develop and contribute to the development of Job Aids and training.
- Used SharePoint to store data and share across the organization.
- Provide documentation and workflow analysis for financial systems/process improvement recommendations.
- Test and validate new Workday software releases or enhancements.
- Participate in the planning, testing, and implementation of the proposed system or process changes.
- Created advanced reports, Calculated Fields, Matrix reports, Composite, and Integration reports.
- Developed financial reports like Financial Activity by Cost Center & Grant Report, Balance Sheet, Supplier Invoices and Expenses.
- Worked on financial Reports on Student refund vouchers, GL journals, supplier payments and Purchase orders.

Sr. Data Analyst and Report Developer   Mar 2021 – Nov2021
WAWA – Remote

- Leading the analytics and HR team for People team Specializing in Workday Prism, Reporting, Data Analytics, Discovery Boards, Workflow Management and Metric Insights.
- Created the Visualizations using Discovery Boards to determine Employee Movement, Turnover Trend, and several other Metrics.
- Responsible for requirement gathering and Providing solutions in the form of Dashboards, Custom Report Creation.
- Created several complex calculated fields for custom reports using various workday functions to deliver reports as needed.
- Worked on creating simple, Advanced, Matrix, nbox, Search Report along with complex calculated fields using Workday report writer.
- Used Jira to track and manage workday projects.
- Support Metrics team with knowledge sharing and insights into delivering high quality reports/metrics and provide supporting training on tools/technology to end-user/power-user where necessary.
- Involved in discussion with Stakeholders and consulting partners on Reporting.
- Solved recruiting problem by creating interactive dashboard within workday and trained the recruiters to understand the reporting functionality.
- Created the Visualizations using Discovery Boards to determine Employee Movement, Turnover Trend and several other Metrics.
- Maintaining payroll earnings and deduction codes, configuring PICOFs to integrate with payroll vendors, and working on Payroll interface through PECI (Payroll Effective Changes)

- Used EIB (Enterprise Interface Builder) for integrating location of employees, Performance ratings, assigning organizations and updating payroll IDs.
- Responsible for loading Newly Merged Employee Data, Compensation Data, Commissions Data, job Requisitions etc. to Workday using inbound EIB's and Web services.

Workday Developer
Cardinal Bank – Dublin, OH   **Mar 2014 – Nov 2015**

- Understand complex business processes, requirements and provide innovative solutions to the team.
- Worked closely with the Workday implementation partner, finance business users and technical staff to replace the legacy financial systems with Workday Financials.
- Loaded data into various tenants using Inbound EIBs (Ex. New Hires, Change Jobs, Create Positions, Job Requisitions, Create Applicants).
- Worked Closely with HR Partners, Finance Auditors, and business users to collect requirements for Compensation, Benefits, Talent, Payroll and Finance Reports.
- Developed Balance Sheet, income Statements and Trial Balance, Business Asset related reports.
- Developed many reports, Worklets and Dashboards related to procurement.
- Involved in QA/ UAT Testing of reports and helped fix the errors before go- live.
- Helped client in understanding custom reports and participated in knowledge transfer sessions with HR partners by educating and showing step by step procedure to follow and develop custom reports.
- Maintained Studio Integrations within the organization, Responsible for break fixing, debugging of the integration.
- Worked reporting for Headcount, Compensation, Talent Management, Recruiting, Benefits, Payrolls, Business reports, Terminations etc.
- Frequently used filter, sub filters and prompts tab to get desired report output while creating custom reports in Workday.
- Building reports in different functional areas such as Benefits, Payroll, Compensation, Time Tracking, Absence Management, and New Hires.
- Matrix reports to support compensation, benefits, HRBP's, Payroll, Finance, and many other teams.
- Responsible for loading Newly Merged Employee Data, Compensation Data, Commissions Data, job Requisitions etc. to Workday using inbound EIB's and Web services.
- Scheduled Custom reports to run Weekly, Bi-Weekly and Monthly based on requirement.
- Analyzed client's business needs through client working sessions and supported development of new business processes and a future state design.
- Collaborate with global cross-functional teams both inside and outside of HR, acting as the analyst and configuration expert for Workday Reporting.
- Problem solving and troubleshooting of issues relating to security and reporting needs, perform hands-on security group, domain and user security configurations in Workday HCM
- Recommend best security practices and provide sound solutions to support end to end business processes.
- Perform on-going security audits, maintain security controls per audit policies and guidelines and perform impact analysis due to new needs, change requests or Workday system upgrades.

Academic Projects
Kaggle Digit Recognition

- The data used in the project was extracted from the Digit Recognizer from the famous MNIST data.For this project, two data files were provided. One contained 1000 unlabeled handwritten digits and the other contained 100 labelled handwritten digits.
- The goal is to build diverse models that correctly classify these handwritten digits with high accuracy. We built multiple classification methods by using different algorithms and estimated their accuracies.

Credit Risk model for Lending Club data:

- The goal was to build a credit risk model to calculate the probability of loan default to help the lenders investing in Lending Club.
- Built different statistical models like Logistic Regression, SVM, Random Forests and evaluated the models using ROC, K-S, and cumulative lift curves to choose the optimal model for predicting the probability of defaults.

Master's Degree in Data Science
South Dakota State University
Bachelor's Degree in Engineering
Acharya Nagarjuna University

Naresh Avula

- Darnestown, MD, US

Contact Information

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Work History

Total Work Experience: 9 years

- **Workday Financial Reporting Architect Howard University**
  Nov 01, 2021

- **Sr. Workday Developer WAWA**
  Jun 01, 2021

- **Sr.Workday Report Developer Capital One**
  Aug 01, 2018

- **Workday Report Developer Cardinal Bank**
  Mar 01, 2014

Skills

- **tableau** - 5 years
- **python** - 3 years
- **business requirements** - 7 years
- **documentation** - 7 years
- **qa** - 7 years
- **reporting** - 7 years
- **workday** - 7 years
- **analytics** - 6 years
- **audit** - 6 years

- **dashboard** - 6 years
- **financial software** - 6 years
- **metrics** - 6 years
- **payroll** - 6 years
- **problem solving** - 6 years
- **real-time** - 6 years
- **report writer** - 6 years
- **recruitment** - 5 years
- **talent management** - 5 years
- **database** - 4 years
- **software** - 4 years
- **sql** - 4 years
- **troubleshooting** - 4 years
- **business partnership** - 3 years
- **research** - 3 years
- **business process** - 7 years
- **implementation** - 7 years
- **security** - 7 years
- **hr management** - 6 years
- **configuration** - 5 years
- **consulting** - 5 years
- **integration** - 4 years
- **production** - 4 years
- **training** - 4 years
- **workflow** - 6 years
- **ad hoc reporting** - 5 years
- **requirements elicitation** - 5 years
- **acceptance testing** - 3 years
- **eib** - 3 years
- **finance** - 3 years
- **web services** - 3 years
- **absence management** - 2 years

Work Preferences

- Likely to Switch: True
- Willing to Relocate: True
- Travel Preference: 100%
- Work Authorization:
    - US
- Work Documents:
    - Green Card Holder
- Security Clearance: False

- Third Party: False
- Employment Type:
    - Contract - Corp-to-Corp
    - Contract - Independent
    - Contract - W2
    - Contract to Hire - Corp-to-Corp
    - Contract to Hire - Independent
    - Contract to Hire - W2

Profile Sources

- Dice:
https://www.dice.com/employer/talent/profile/d13b464124b514fc2594015de472b110