John Smith

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Professiona1 Summary

Exceptional leader talented at Workday Functional Configurations (HCM/Financials), Integrations, Security and Reporting. Contributed to divergent clients ranging from Manufacturing, Pharmaceutical, Fashion, consulting and Financial industries with diverse skill pool. Technically-savvy with outstanding relationship building, training and presentation skills. Strong knowledge of real-time systems, factory automation, software configuration management and precisely executes development projects from concept to delivery.

Ski11s

- Workday HCM/Recruiting
- Workday Talent& Performance
- Workday Benefits
- Workday Integrations/Security
- Client assessment and analysis
- Risk management processes and analysis
- SOX Compliance & SOD Management
- SAP Security
- Internal Audit
- Requirement Analysis/ Research
- Ticketing Tools
- Functional/Technical Specs
- Superior time management
- SOAP/REST/Web Services

Work History

Program Manager, 04/2018 to Current

Ringcentral Inc – Belmont, CA

- Configure & support Workday HCM, Talent & Performance and Benefits Modules.
- Tracked and reported job scope and program results to customers and other stakeholders.
- Identify gaps and Implement Business Process Re-Engineering
- Integrate & Automate Multiple 3rd party applications
    * Workday - ADP Integration
    * Enterprise Directory - EVERFI Integration
    * Enterprise Directory - Perceptyx Integration
    * Workday - Yourcause Integration
    * Workday - Kudos Integration
    * Workday - Tableau Integration
- Support, maintain & enhance 8 benefit Integrations(COBRA,Anthem,Guardian,Kaiser & Wageworks)
- Key Stakeholder for the completion of Benefits Open Enrollment project

- Master Data Management, assist in SOX activities
- Stakeholder and Portfolio Management
- Identified needed business improvements and determined appropriate systems required to implement solutions.
- Managed multiple projects from discovery till delivery
- **QBR(Quarterly Business Review)** & **ES(Employee Success)** Recognition for the last quarter.

Workday Architect, 02/2018 to 05/2018

Achaogen – South San Francisco, CA

- Lead Implementation of Workday Core HCM/ Recruiting / Talent &Performance for the Whole Company
- Lead the Integration Effort/ Scheduling / Testing
    * Workday - ADP Payroll Integration
    * Workday - Concur Finance Integration
    * Workday - OKTA SSO Integration
    * Workday - Unanet Time Tracking Integration
    * Workday - E-Verify Integration
    * Workday - Plansource Integration
- Member of Steering/ Planning Committee
- Lead Internal Team/ Manager Training
- Define/Configure Hire/Terminate/Contingent Business processes
- Configure Recruiting/Compensation Business Processes with corresponding security and custom notifications
- Developed multiple Advanced and Matrix reports on HCM & Recruiting module

Senior Workday Financials Consultant, 04/2017 to 04/2018

Confidential – San Francisco

- Workday implementation experience from requirement gathering to post deployment product support for **Payroll GL, procurement, expenses and Business assets.**
- Configure **Workday Expenses**: Cost Controls/Expense Items
- Configure Workday Expenses: Segmented Security
- Developed many custom reports for the Financial modules like Procure to pay, Accounts Payable, Accounts receivable, Business assets, endowments and Gifts, Financial Accounting, Non-sponsored AR and Banking and Settlements.
- Create and Approve a Spend Authorization/Expense Report
- Worked closely with the **Implementation Partners(Deloitte)** to fix the issues in the specs and assisted other developers in building the financial reports and integrations.

- Worked as security administrator, maintain the user access to implementation tenant and configured maintained user based and role based security for professional, academic and contingent workers.
- Built advanced reports for security audits.

Senior Workday Consultant, 04/2017 to 01/2018

Lending Club – San Francisco

- Lead the **Design** and **Development** for all the reporting requirements which involves multiple business owners from HRIS, FP&A, LOA, Payroll, Benifits & Recruiting
- Developed Complex **Advanced**, **Matrix** and **Composite** Reports
- Configured multiple Business processes as per the client requirement
- Act as a liaison between Business owners, Technical team and vendors to successfully **Integrate** multiple **3rd party systems** like **Taleo**, **Benevity** and **Facilities Management systems** with Workday
- Define the complete **strategy and approach** right from leveraging the existing functionality of **Taleo** solution to completely **integrate** with **Workday**
- Stabilized **ADP** and **EDH** Integrations
- Defined **clear targets** and objectives and communicated them to other team members.
- **Monitored timelines** and flagged potential issues to be addressed.
- Coordinated with systems partners to **finalize designs** and **confirm requirements**.
- **Gather Requirements** from workshops with **multiple vendors**
- **Mentored** the team on Workday product, reporting basics, navigation, Business process and Integration Troubleshooting

Senior Workday HRIS Specialist, 09/2016 to 05/2017

Interstate Hotels & Resorts – Dallas

- **Interfaced** with **business analysts**, **developers** and **technical support** to determine the best requirement specifications
- Rapidly **prototyped** new capabilities to **confirm feasibility**
- Implemented **Inbound EIB** process for **whole Recruitment Cycle**, Starting with **Creating Applicant** till Update of **Workday Account** And **Personal Information**
- **Subject Matter Expertise** in **Supervisory Org's, Location Hierarchies, Org Structure, Role Assignment**, **Staffing Models** and **Recruiting**
- Configured the **Recruiting Workflow** which involves configuration of **Job Application BP**, setting up **Candidate Assessments**, **Background checks**, **Interviews** and **offers**
- Involved in the approach of maintaining **Confidential Requisitions**, Prospects and Candidates
- Worked on Setting up **External Carrear sites** and **Duplicate Candidate Management**
- Developed new process for Employee Recruitment process which resulted in marked performance improvements

- Cultivated excellent **long-term relationships** with clients, maintaining ongoing communication and facilitating solutions to address concerns
- Implemented **Service Center Representative Accounts**
- Worked directly with HRIS director, **Translate Business Requirements** to Technical Document with **Proof of Concept (POF)**
- Develop/Troubleshoot Integrations(**EIB/Core Connector**) and **Reports (Simple/Advanced)** on a daily/On-demand basis
- Day-to-Day Activities such as **Re-Assigning/ Approving Business Tasks, Assigning/Removing Roles** both on Location and Supervisory Org Level), **Movement of Workers** from one Supervisory Org to Other etc
- Developed new **pay group automatic Assignment rules** based on location with corresponding **pay group**
- Researched and updated all required materials needed for firm and partners.
- Drafted **security operating procedures** and **training materials** for the human resources department.
- Created **boardroom** and courtroom multimedia **presentations** including video and text- synced depositions for enhanced understanding.
- Manage Workday major releases, **identifying impact** and enhancement opportunities associated with a new release, and communicating appropriately.

Senior Data Security/Analytic Consultant, 06/2016 to 09/2016

Apple Inc – California

- Engineered a new solution to restrict Wide Access to SAP System tables for Authorized users using ABAP and Security Techniques Combined.
- Directed **software design** and development while remaining focused on client needs.
- Developed new reports for Stakeholders and top management with excellent **data mining** and **massaging** Skills
- Consulted with engineering staff to evaluate interface between hardware and software.
- Contributed to an SSO solution connecting SAP with a 3rd party Application
- Worked effectively with design teams to ensure software solutions elevated **client side experience**.

Associate Solution Advisor, 08/2014 to 04/2016

Deloitte – Hyderabad

- **Manage ERP applications development and support** activities for multiple engagements (SAP & Workday)
- configure and maintain multiple enterprise applications and **integration architecture** plan in support of the organization's strategic and tactical plans.

- Coordinate work flow among five consultants and **supervised** three support staff.
- Good understanding of **PII** and **Compliance** related issues in the **Recruitment** process
- Collaborate with functional and technical stakeholders to **optimize business processes** (particularly workflow/security)
- Manage Workday functional **ticketing queue** to ensure tickets are addressed within **SLA** with excellent customer service
- Involved in **Internal Audit**. Both Interim and Roll-Forward Procedures
- Stored, retrieved and manipulated data for close analysis of system capabilities.
- Consulted regularly with customers on **project status, proposals** and technical issues.
- Researched, designed and implemented scalable applications for information identification, extraction, analysis, retrieval, and indexing.
- Ensured all the **controls(Manual and Automated)** are working as per the organization policies

Programmer Analyst/ SAP Consultant, 01/2011 to 01/2014

HCL Technologies – Chennai

- Implementation/Development of all **RICEF** Components in **SAP** and **Core HCM** components of **Workday**
- Provide technical guidance and support in the following modules: **HR/HCM** and SD/MMWorked on **solution manager** (SOLMAN) & **Change Management** processes
- **Lead security/ABAP** build team to provided technical direction to application security
- Implemented **Global HR Security** for a major food chain
- **Lead role design** & redesign workshops with Functional Consultants, and Business Process Leads to provide technical direction on SAP application security
- Developed various **ABAP** **reports/objects** which in turn will be used as templates for local implementations
- Worked on Both **JAVA and ABAP Stacks**
- Provide **production support / mini rollouts / enhancement projects** on SAP applications like: CRM,ECC, BI, PI, SOLMAN, and CUA(**Central User Administration**) as needed
- Used System trace: **ST01, SU53, SU56, RSECADMIN** and analyzed tables (USR*, AGR*) to **troubleshoot authorization issues**.
- Developed **E-CATT** (Computer Aided Testing Tools) scripts and LSMW for user administrationactivities
- Manage **annual license audits** and classification for clients
- Analyzing the functionality and **fine-tuning** the applications if required (by creating indexes, replacing database expensive statements/logic etc.)
- Involved in **code reviews** and **performance tuning**
- User adoption presentations for internal HR team on business processes and organizational structures.

- Created training materials and trained security team and support teams involved
- Point of contact for Unit, Integration test cycles (ITC), UAT and Hyper-care
- Created custom infotypes for business requirements.
- Dealt with data dictionary objects like **structures**, **views**, **index**, **lock objects**, **search help**
- **Created**, **managed** and uploaded **back-end roles** to **Enterprise Portal**
- Developed Security Strategy based on position based responsibilities.
- Knowledge on **Employee provisioning** using **SAP Identity Manager** (NWIM).
- Expertise in **Solution manager (SOLMAN), CHARM**, **Incident manager**, **CUA**.
- Designed security roles and authorization for R3 modules FI-CO, HCM(HR), MM, PLM, PS,SCM, SD, ESS, MSS, BC (for ABAP and Basis), BO.
- Maintenance of **employee master data**
- Reporting using **logical databases** (PNP, PNPCE)
- Creation of custom infotypes, infotype enhancements
- Worked on **time constraints**, **payroll processing**, Data retrieval from **payroll clusters.**
- Responsible for **workbook population** and **validation** needed for **migration** of existing employees to Workday.
- Create **reorganizations** in Workday for different supervisory organizations as per the changing requirements & Testing all the business processes and organizational structure
- Worked on **Creating positions**, **Requisitions**, **creating prospects/candidates** both manually and by using EIB's
- Moving the workers across Supervisory Orgs without impacting the Org Structure
- Worked on **Inbound EIB's** to load data into Workday
- Created **Advanced Reports** in Workday which inturn can be used as Audit Reports.

Education

Bachelor of Science: Computer Science and Engineering, 2011
Annamalai University - Chennai

Certifications

- SAP ABAP
- Core Java

Trainings

- Workday Financials
- Workday Integrations/Reporting/Security
- Workday Calculated Fields
- Workday Business Processes

- SAP Security/GRC/Process Control
- Internal Audit
- SAP ABAP/HR ABAP

Extra Curricu1ar Activities

- Extra-Curricular Activities/ Community Events Organizer at both Deloitte and HCL
- Interschool Shuttle Badminton Champion (2004)
- Under 13 district level Cricket player
- (2004) Best Table tennis player on the floor
  (2015)