PERSONAL SUMMARY

Role:
Sr. Project, Program Manager & Organizational Change Manager, Oracle Functional Architect - HCM-Payroll, Workday Integration Lead

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Date of Birth: 23-Feb-1982

Visa Status:

- **H1-B** Approval until **03/15/2027**
- **I-140** approved.
- H1-B Transfer Required

LinkedIn:
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Dear Sir/Madam,

Kindly find enclosed my resume to provide you with an overview of my relevant experience and achievements in various Domains & Technologies.

17+ years in IT career reflecting strong leadership skills and hands-on in IT Management encompassing **P**roject & **P**rogram **M**anagement, **P**eople **M**anagement, **O**rganizational **C**hange **M**anagement, **S**ervice **D**elivery, **E**nd to **E**nd **E**ngagement & **C**ustomer **R**elationship **M**anagement, with proven records in **B**udget **P**lanning, **P&L M**anagement, **S**ystem **I**ntegration, **A**pplication **S**upport **M**gmt., **B**usiness **C**ontinuity & **D**isaster **R**ecovery **M**anagement, **S**olution **D**esign and **B**usiness **D**evelopment of complex IT projects following **Agile/Scrum Software Development Framework** to produce incremental functionality releases in smaller cycles.

Embarking on **Certified Senior Project Manager (Cognizant), Google Cloud Digital Leader, Certified Project Director**, **PSPO-II**, **PSM-II**, **PSM-I, Lean Six Sigma White Belt Certifications, Oracle & PMI trainings** led several accounts as a **Sr. Program & Project Life Cycle Manager, Oracle Functional Architect, Workday Integration Lead** in several **Oracle on premise/cloud based Application I**mplementations, **U**pgrades and **M**anagement ,namely **Oracle Core HR, SSHR, Payroll, Advanced Benefits, iRecruitment, PMS, OTL, OLM, OTM, COM and** other similar **SaaS** based solution products such as **Workday HCM**, **Mastermind** etc. with exceeding Appreciations from all Clients.

I would be delighted to discuss my experiences further with you to suit your requirement.
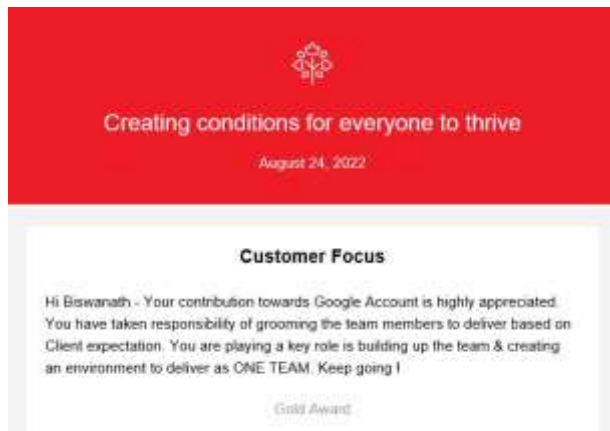
Looking forward to hear from you.

Yours Sincerely,
Biswanath Saha

Summary

- **Embarking on 17**+ Years of Experience in Cloud Program & Project Management, Life Cycle Management, Organizational Change Management, Oracle HCM/Payroll Domain Retail Operations with rigorous Business process improvements in Oracle Core-HR/Self-Service HCM/Payroll/ OTL/iRecruitment/Performance Management, Learning Management & Advanced Benefits modules.
- Entrusted in Program Management roles for my clients, have partnered with Senior Leadership and Managers, iterating on Strategies, Organization design, and Re-engineering business processes to better enable teams to define and deliver amazing products using Agile and Scrum Startup principles.
- Specialize in leading global, multi-functional, cross-skilled teams and establishing best Digital practices & Agile processes in the small to medium to large-scale organizations.
- Skilled Strategist who transforms Strategic plans into workable solutions and benchmarks performance against key operational targets & goals.

- Handles extensive scope of responsibility, proven success and track record of delivering optimal results in high-growth environments through initiatives that exceed operational performance targets and yield measurable outcomes
- Drive the process for sales operations planning across selected segments to maximize Area performance.
- Lead standardization of processes and tools and drive continuous improvement to optimize productivity across all work streams
- Design new or improved processes of moderate complexity, utilizing standard project management and quality improvement methodologies in process improvement approaches having understood business/customer impact
- Lead large constellation of 72+ resources; orchestrate project strategies and directions, daily activities, and operations for diverse disciplines ranging from application development and maintenance to managed services.
- Manage the sales experience improvement program, working cross functionally to collect inputs, analyze them, invoke action taking, follow-up tightly and communicate progress
- Presently managing a **Portfolio** of **1.8 M** amongst a cumulative portfolio of **0.75 B** in total for **Google CDE COE Account for Cognizant**
- Highly skilled in IT management & consulting, bagging back-to-back **2 Gold Awards** on "Customer Focus" & "Guiding Star" for excellence in Google Cloud Delivery Excellence Program Management & ability to drive & move Google Business forward for Cognizant.

Creating conditions for everyone to thrive

August 24, 2022

Customer Focus

Hi Biswanath - Your contribution towards Google Account is highly appreciated. You have taken responsibility of grooming the team members to deliver based on Client expectation. You are playing a key role is building up the team & creating an environment to deliver as ONE TEAM. Keep going !

Gold Award

Always striving, never settling

October 7, 2022

Google Cloud CDE CoE – Recognition : Guiding Star

Biswanath Saha has truly stood out to support when the team was expanding exponentially, and when one of the assigned POD lead has to go on an emergency leave. He worked with Piotr (Google VMO) to standardize the APP & Tools access process for overall CDE CoE program, and still being a POC globally. He has become a favorite pod leads for many (even who are not part of his POD), as he strive to be a true people leader, by gaining trust of each individuals. This is to recognize his effort to support the program during the critical situation! Thank you Biswanath for everything that you do to support this program, and I appreciate your passion towards the work that you do.

Gold Award

- Capable business professional with proven history of effective leadership, exceptional work quality and result oriented mindset.
- Proficient in best practices and job performance. Well-coordinated in addressing problems, investigating root causes and implementing successful resolutions.
- Strong client handling and interpersonal talents. Skilled in managing, delegating and assigning complex timelines and projects.
- Thorough Senior Program Manager with competency in managing and developing several complex projects and implementation plans. Multi-tasking Program Manager well known for successfully taking projects from beginning stages to completion.
- Gifted with strong analytical and Project management skills. Successful in meeting new challenges and finding effective solutions.
- Polished and Professional offering proficiency in multi-Cloud environment - Google Cloud, AWS Cloud, Oracle Cloud, PeopleSoft Technology, HCM-Payroll and Workday Integrations.
- Have great experience in Digital & Agile transformation of verylarge-scale global distributed teams, using Digital disruption strategies, Scalable Agile methodologies & Design Thinking innovative approach.
- Having significant, progressive experience in Information-Technology Consulting, Business Analysis, focusing on Oracle Applications End-End Implementations, Upgrade, Re-implementations and Custom developments.
- Worked on Back-to-back Implementation, Upgrades and Post- Production support where Oracle Application was implemented for all HRMS/Payroll Modules.
- Worked in Multi-Country Workday HCM, Compensation Implementation Roll outs.

Cognizant

- Delivered multiple engagements for various institutions in Americas, APAC, EMEA, Middle East.
- Strong negotiation, conflict resolution and influencing skills.
- Played the role of an Organizational Change Manager & Program Manager with respect to Life Cycle Management @ Schneider, primary focus and Responsibility being:
    a) Improving ERP functionality and user satisfaction. Having led many ERP module implementations and received excellent feedback to implementation team and management.
    b) Manage and coordinate all testing across LCM domain
    c) Aligning the testing to lessen the impact to the business Operational Excellence teams
    d) Working closely with all leads on the LCM projects and leveraging opportunities and automated testing available with the SDET teams and the Delivery Assurance (DA) teams @ Schneider.
- Played leadership role as an **O**racle **F**unctional **A**rchitect and Project **M**anager was for Outsourcing Entire 7000 7-Eleven Franchisee stores to Third Party Payroll Vendor, Canadian Payroll Automation and Sunoco Acquisition **at 7-Eleven US Corp.**
- This Involved Full Lifecycle-Iterative and Incremental Implementation involving Requirement Analysis, Gap analysis, Gap Solution, Setups, Functional & Technical Design, Development, Coding, Customization, Conversion, Migration, Testing, end-user training, post-implementation support, Troubleshooting Production issues and QA Testing.
- Exceptional **Organizational Change Management** skills: Ability to take the initiative anticipating and handling problems or incidents before they become major issues.
- Excel at managing project teams across various studies and methodologies.
- Works on the ground with clients and internal resources to understand, articulate, and define both traditional and innovative project requirements.
- Organized, Detail-Oriented, and capable of managing multiple responsibilities with ease.
- Enthusiastic and dedicated employee with high integrity, strong work ethic, and great leadership skills.
- Client-oriented and work well in progressive teams with a long-term approach to growth through client satisfaction.
- Proven ability to create Project Management standards and quality assurance programs.
- Collaborated with product designers to develop scopes and implement project plans.
- Defined clear targets and objectives and communicated them to other team members.
- Conducted meetings with clients to determine project intent, requirements and budgets.
- Review RFPs and architectures. Implement value engineering to meet budgets and schedules.
- Assemble project teams and coordinate activities to meet overall schedule and budget goals.
- Track master schedule of all projects updated via weekly internal project meetings.
- Received consecutive **Highest Ratings in Year-End Appraisals at Cognizant 2019,2020,2021** for generating more than **825**K revenue single-handedly in a fiscal year

Leadership & Management

- **Proven record in Leading & Managing large scale programs / organizations**. Have steered programs to success and strategic interest for software development including digitization with present day technologies for last many years.
- **Extensive experiences gained through working in a broad range of job roles in India, US, UK & UAE** which provided considerable depth and breadth of knowledge and experience of both strategic and operational aspects of business.
- **Excellent Organizational Change Management Analysis skills** – ability to track progress versus defined plan; identify and mitigate release-level risks; facilitate resolution of issues/conflicts; validate status.
- **Deep understanding for the business and strong business acumen** as well as extensive experience in framing contracts, negotiations and outsourcing. Have been leading strategic initiatives from concept to closer across a breadth of industry domains.
- **Lead process redesign & reengineering workshops with business end-users** providing them adequate support and training for re-alignments as needed from time to time.
- **Have worked across various domains** – retail, banking, insurance, telecommunications manufacturing, health-care, information technology etc.
- **Have been administrating vendor contracts** (from RFI/P to MSA and creation of multiple types of SOWs with comprehensive operational metrics).
- **Strong understanding of Agile/Scrum**, Scaled Scrum, Kanban framework and different software development life cycles such as waterfall (Iterative), etc.
- **Outstanding Cross-Functional Leader with astounding ability** to lead development of complex integrated Sprint Goals, Forecast & Plans and gain commitment from various Scrum Development Teams to realize "Done" increment.
- Worked with diverse and dynamic globally distributed teams across Sprints, producing an integrated increment for Stakeholder review and feedback before release.
- Over the years, have been a strong champion of the art of being an intersection of technology, design & business.
- **Worked on Global Implementations and Managed Cross Functional teams internationally**.
- **Proven Success and Accountability in leading and managing large scale** Global Oracle EBS projects.
- **Accomplished HRIS professional with a proven track record for improving ERP functionality and user satisfaction.** Have led many ERP and module implementations and provided excellent feedback to implementation team and management.
- Have successfully led & launched customer-driven Oracle HCM/Payroll customized products from the ground up, while managing all aspects of the product life cycle, for customers & organizations, while helping them with product envisioning, initiation, designing, architecture, and building.
- **Strong negotiation, conflict resolution, convincing and influencing skills**.
- **Manage vendor relationships** with key information systems and applications suppliers and contractors.
- **Perform complex client and third-party vendor management** in delivery of an integrated solution.
- Have been collaborating with core business groups as a process owners and business experts in implementing re-engineered and / or vendor solutions that enhance client experience and meet business requirements
- **Advice Senior and Higher management regarding application trends, Strategic Opportunities, Investments, and risks**; assist in gathering requirements including ROI information to evaluate projects.
- Functional & Technical aptitude with strong problem-solving skills – ability to quickly identify, triage and facilitate remediate of release-level conflicts/issues.
- **Participating in the evolution of work Intake and Demand management processes**.
- **Strong Analytical skills and experience with implementation and management of metrics** to measure and improve the quality of the releases.
- **Strong Leadership Skills to drive teams towards successful delivery of release plans** and that motivates team to achieve and maintain quality in a creative and effective manner.
- **Passion for achieving excellence in Process and Product, Quality and Reliability**.

- **Expert in analyzing business processes, process re-engineering, and recommending solutions and implementing necessary solutions to insure automated functionality**.
- Ensure Clear and Concise expression of design decisions to development & business teams.
- Influence changes and system enhancements to business processes, policies, and infrastructure to deliver the most effective IT services.
- Ability to develop relationships with Oracle Financials and Oracle HR and Payroll end users and their Practice Head/Managers fostering confidence in my ability to deliver.
- **Establish a culture of high performance, transparency and continuous improvement** as it relates to the production support of BCG services and streamlining of the development pipeline.
- **Establish and maintain key relationships with strategic software providers** (ex. Oracle ERP, ADP, wM, RIS 1A etc.), ensuring market-leading frameworks are implemented with client's IT operating model (ITIL, PMI, etc.).
- Work with existing BCG IT functions to monitor, maintain and administer across the infrastructure stack (Development, QA, Staging, and Production).
- **Experience on Configuration Management, Change Management, Build Management, Release Management, and Administration of applications in database**, front-end and client/server under Unix/NT/2000 platforms.
- Considerable work exposure on Team Foundation Server (for defect management), Visual Studio Source Control (to maintain different versions of configurations, source codes).
- **Select and build strong cross-functional teams through formal training, diverse assignments, coaching, mentoring, and other team development techniques**, along with regular individual and group meetings.
- Make decisions regarding resource alignment/dedication and prioritization (people resources, dollars/funding, project criticality) and communicates rationale back to the business.
- Define individual performance objectives and development plans and ensures alignment with Project and Practice/Departmental objectives.
- Align with HR to ensure career development for IT staff and progressive hiring practices to ensure diversity within the program.
- Monitor overall performance of team and services provided.

Oracle E-Business Suite

- Experienced Business Analyst & Oracle Project Manager, Project Lead, Technology Specialist, Functional Architect, Principal Consultant, Techno-Functional Lead, Technical Consultant, Techno-Functional Consultant, Senior Systems Analyst and Software Programmer/Analyst mainly related to Oracle E-Business Suite.
- Possesses both Functional & Technical knowledge of Oracle E-Business Suite in HR, Payroll, related domains.
- Managed/Led Multiple Implementations, Upgrades and Support of Oracle Applications.
- Excellent understanding of Oracle architecture (eTRM) and modules.
- Energetic, forward-thinking and implementation focused
- Strong ability to build, develop, and maintain key relationships/partnerships
- Experience in managing, supporting and delivering 'mission-critical' projects/migrations
- Ability to manage multiple, large scale projects with competing deadlines
- Comfortable handling multiple tasks and demands in a fast-paced work environment
- Experience in DevOps Toolchain methodologies, including Continuous Integration and Continuous Deployment
- Demonstrated initiative, flexibility and ability to adapt to changing priorities and work environments
- Ability to thrive in a sense-of-urgency environment and leverage best practices
- Experience providing requirements, review, approvals for contracts, statements of work to vendor partners, internal vendor management groups and legal.
- Experience managing financial budgets.
- Also worked as a Release Manager, with a strong focus to develop and maintain release plans / schedules for Oracle Ebiz components.

Cognizant

Key Responsibilities:
- Configuration Management, Release Management and Defect Management
- Prepare baseline (configuration workbooks, code packs, installation documents etc. received from the development team)
- Liaise with testing team to collect the defects
- Get the defects status from the development team
- Collect the deployment artifacts and configuration workbooks from the development team

- Furnish the deployable to the environment/deployment team for deployment to various environments (ST, SIT, UAT, Pre-Prod and Prod).
- Understanding of Client requirements in process improvements for Oracle HRMS/Payroll modules, effective coordination activities between onsite and offshore.
- Experience in dealing with Senior Business SME and heads of IT services of clients and delivering various consultancy and business analysis engagements. Ability to lead a team to accomplish goals/assignments and create team atmosphere.
- Talented focused on process improvement and on time project delivery. Enthusiastic team player with a strong work ethic and advanced complex problem-solving skills.
- Banking on around Fourteen (14+ Years of Experience in the HR/Payroll Domain Retail Operations with rigorous Business process improvements in Oracle Core-HR/Self-Service, Payroll, iRecruitment, OTL, Performance Management and OLM modules. Some of my success highlighted the implementation of Oracle iRecruitment (R12) for an international heavy fertilizer manufacturing company.
- **Led Cognizant's first Middle-East footstep in the year 2015, implementing Oracle iRecruitment at Fertil (Abu Dhabi), one of the biggest manufacturers and suppliers of Urea, Fertilizers and other Food Products globally. This accomplishment reduced the main system complexities down from manual, around 30 offline systems to 5 (Oracle R12.1.3) for the back-office functions and standard versions of the operational systems by major business line. My leadership was integral in reducing operational costs through these and other initiatives by more than 10 million dollars.**
- IT experience, specializing in maximizing the functionality of Oracle 11i and Release (12.1.3 to 12.2.9) e- Business Suite Projects. Subject Matter Expert and Thoughtful Leader possessing both Functional and Technical knowledge of complex HR & Payroll systems. Pivotal resource to private sector entities, government agencies and clients of Cognizant & Oracle. Demonstrated business acumen with ability to accurately assess technical challenges and transform creative ideas into workable solutions. An astute leader who adds value through proactive decision-making and business process reengineering. A respected manager, coach & Business Analyst, adept at assembling and motivating teams of up to 17-25 professionals of varying skill levels.
- Worked as Oracle eBusiness suite Functional Consultant on multiple projects.
- Experienced in Oracle Applications Development, Customization, Testing, Debugging and Support of Oracle Applications.
- Expertise in Oracle Payroll configuration with Oracle Time and Labor and Oracle Benefit modules in Multi- Org environments.
- Expertise in designing of payroll inbound and outbound interfaces to non-Oracle Payroll entrainments like ADP, Integral, Master Tax, or Ceridian payroll on Oracle Payroll base environment.
- Expertise in payroll balance configuration and conversion, year-end and mid-year balance adjustment, execution of payroll processes, generation of Pay slip, W2 and government reports for Oracle Payroll.
- Expertise in writing and modification of Fast formulas used in Oracle Payroll, Oracle Advanced Benefits and Oracle Time and Labor for US, Canada and UK legislation.
- Expertise in Oracle Payroll compensation management, Salary review, designing of especial earning rules using Fast formulas.
- Experienced with systems integration between Oracle ERP and third party or custom solutions on a variety of platform
- Have a detailed knowledge on AME, Workflows, OAF, Fast Formulas, Reports and XML Publisher and have a sound exposure to Web-Pl/Sql functionality.
- Discoverer and Forms sticking to PL/SQL in all the previously mentioned areas.
- Independently handled Super user and End User teams in Training and transitioned multiple projects.
- In depth knowledge of Oracle PL/SQL programming (including thorough knowledge of Oracle utilities like SQL Loader and UTL File).

Cognizant

- Excellent One-Man EBS Army, a Project Manager possessing a very good Interpersonal and Strong Analytical skill.

Areas of Expertise

- **Project Management & Program Management**
- **Cloud Computing**
- **Organizational Change Management**
- **All Oracle HR/Payroll E-Biz modules**
- **Workday HCM-Payroll**
- **Business Analysis**
- Project Scheduling
- Strategic Planning & Analysis
- Business Development
- Vendor/Client & Stakeholder Management
- Agile Enterprise Transformation / Enablement
- Dedicated Agile/Scrum player
- Agile Delivery & Risk Management
- Project Budgeting and Planning
- Project Risk and Scope
- Proposal, Agreement & Design Drafting & Writing
- Product Management / Lean Startup Product Development
- Release planning / Product roadmaps
- Business Process Reengineering / Redesign
- Coaching, Training & People Development
- End-User Training
- Creative, Adaptive & Flexible
- Process Improvement
- Independent Verification and Validation of Migrated Components
- Management of Onshore-Offshore Resources
- Sql, Pl/Sql, Unix, Shell Script, Microsoft Azure VSTS Scrum board, Jira, Visio, Advanced Excel, Office, Windows, Linux, Solaris
- Exceptional Verbal and Written Communication Skills
- Time Management
- Critical Thinking

Employment History

Name of the Company	Designation	From	To
Cognizant Technologies Solutions, US Corp	Sr. Project & Program Manager	April 2022	Till Date
Cognizant Technologies Solutions, US Corp	Functional Architect, Oracle ERP	Jul 2016	March 2022
Cognizant Technologies Solutions, India	Senior Consultant ERP	Jul 2013	Jun 2016
Cognizant Technologies Solutions, India	Consultant ERP	Jan 2011	Jun 2013
Tata Consultancy Services, India	Assistant, System-Engineer	March 2007	Dec 2010

Education Summary

Degree and Date	Institute	Major and Specialization	Marks Obtained
MCA(Masters in Computer Applications), 2003-2006	Jadavpur University, Kolkata	Computer Science and Engineering	7.21 (CGPA)
BSc-IT (Bachelor in Science in Information Technology), 2000-2003	Sikkim Manipal University, Sikkim	Computer Science and Engineering	81.3%
ISC, 2000	Calcutta Boys' School, Kolkata	Science	66%
ICSE,1998	Calcutta Boys' School, Kolkata	Science	73%

Certificates

Degree and Date	Institute	Major and Specialization	Marks Obtained
Cognizant Certified Senior Project Manager ,07/12/2023	**Cognizant Learning & Academy**	**Program Management**	93%
Google Cloud Certified Cloud Digital Leader,10/10/2022	**Google Cloud**	**Google Cloud Certified Cloud Digital Leader™** Digital Certificate **C**ertificate #:hU0Y30	Pass
Certified Project Director,03/02/2020	**GAQM**-Global Association of Quality Management, Accredited by International Accreditation Organization	Certified Project Director (CPD)™ https://gaqm.org/certified_registry **C**ertificate #:G-97259	88%
PSPO-II,03/22/2020	**Scrum.org**	The Professional Scrum Product Owner™ level II https://www.scrum.org/certificates/518204	90.8%
PSM-II,03/26/2020	**Scrum.org**	Professional Scrum Master™ level II https://www.scrum.org/certificates/519137	86.3%
PSM-I, ,03/13/2020	**Scrum.org**	Professional Scrum Master™ level I https://www.scrum.org/certificates/515948	88.8%
Certified Lean Six Sigma White Belt 10/15/2020	**A I G P E-** Advanced Innovation Group Pro Excellence	AIGPE Lean Six Sigma White Belt Certification *Certification # ZSSWB121143507*	97%
PMI-PgMP	**PMI-Project Management Institute**	*Currently completed preparation of PMBoK Guide to take the PgMP exam'23 in latest format*	*Upcoming*

Functional Skills

Oracle EBS Modules & Workday	Architectural, Functional & Technical Expertise in Oracle HRMS-Payroll Implementation, Oracle Advanced Benefits (OAB), Oracle iRecruitment, Oracle Time & Labor, Oracle Performance Management, Oracle Learning Management, Oracle Projects, PL/SQL, Fast-Formulas, AME, Workflows, Oracle Alerts, Oracle Reports, Discoverer, XML Publisher, Oracle Forms and OAF. Workday HCM & Compensation Integration Lead and Project Manager
	Having detailed product knowledge and hands on experience in Integration of Oracle Payroll, iRecruitment, OTL with Oracle HRMS.
	Worked on multiple customizations and their integration into Oracle HRMS/Payroll.
	Implementation and support, including India Localization for Oracle R12 HRMS and Payroll modules.

Technical Skills

Hardware	Pentium series of desktops, Sun Solaris, HPUX
Operating System	Windows XP, Windows7.
Programming Languages	SQL, PL/SQL, Unix Shell Scripting
Databases & Tools	Oracle 9i, Oracle 10g, Oracle JDeveloper, Oracle D2K(Forms 6i & Report 6i), Crystal Reports 8.5, Oracle Application R12 & 11i
Other Utilities	Toad, SQL* Loader, PL SQL Developer, XML Report, Workflow

Experience Summary
Project Profile 1

Project Title	Sr. Project & Program Manager, PoD Lead-North America
Duration	April 2022 – Till Date
Location	Austin, Texas
Industry	Technology Company
Role	Program Manager – Cloud Delivery Excellence CoE
Reports to	Americas Regional Leader
Positions Reporting to this Role:	All CDE CoE Associates supporting various Google Stakeholder projects

Project Description

    i.   **Google** was looking for a seasoned Program Manager with 10+ years of end-to-end delivery (level Senior Manager)
    ii.   Project Management Professional (PMP) certification preferred
    iii.   Thrive in a fast-paced environment
    iv.   Team player with excellent verbal and written communication skills
    v.   Organizational and Stakeholder Management Skills
    vi.   Excellent Time Management skills
    vii.   Experience in Google ASANA, MS Project or other Project Management tool is critical
    viii.   Must be knowledgeable in analyzing spreadsheet data, creating simple formulas, developing pivot tables, vlookups etc.

Client Description

Google LLC is an American multinational technology company that focuses on artificial intelligence, search engine, online advertising, cloud computing, computer software, quantum computing, e-commerce, and consumer electronics. It has been referred to as the "most powerful company in the world" and one of the world's most valuable brands due to its market dominance, data collection, and technological advantages in the area of artificial intelligence. It is considered one of the Big Five American information technology companies, alongside Amazon, Apple, Meta, and Microsoft. Technologies

Skills: Portfolio & Project mgmt. (PPM), Jira, PPM Pro: Domain Skills: Hi - Tech, ISV.

Roles & Responsibilities in the Project

- Drive the process for sales, operations, planning across selected segments to maximize Area performance.
- Creating a sense of community in the Pod through check-ins, huddles and enabling a Peer Coaching culture.
- As well as acting as the first point of contact for the well-being of the associates, show our backing for the associates through effective career development conversations.
- Adapt to real-time demands and periods of high volume meetings by handling live customer escalations
- Demonstrate outstanding and approachable leadership to a group of approximately **20+ associates** as their designated pod leader
- Motivate and inspire associates in the pod to achieve their career targets through frequent and meaningful development conversations, including the mid-year and year-end review process
- Lead pod through inclusive leadership, and by rewarding and recognizing performance and effort
- Develop a long-term vision for the company's Cloud Delivery Excellence CoE structure establishment across regions.

Performance Improvement Coach Responsibilities:

- Provide dedicated help and support coaching to associates across Pods to help improve their performance and maximize their learning and development
- Provide associates with dedicated performance improvement plans, in partnership with Cognizant Academy.
- Manage absence and attendance 'end to end' with a supportive colleague well-being approach.
- Facilitate effective return to work meetings with associates returning from a leave of absence
- Conduct administrative tasks associated with formal performance and absence management plans, consistent with Cognizant & Google policies and guidelines

Other Operational Responsibilities:

- Regular update & maintenance to CoE templates and timely aiding associates on any project template requirements.
- **Establishing a thorough Google Access provisioning mechanism, across all Pods for all CoE associates via maintenance of one-stop trix and corresponding detailed documentation on each one-off access request, reducing Google VMO's effort substantially to spend a lot of time & effort on each individual request from associates.**
- Provide month end invoice and forecast to Google Stakeholders across all Pods through thorough data messaging across multiple trix.
- Thorough research on requisitions and scan, interview, skill align resources against each requisition or backfills. Arranging multiple introductory sessions with Google Stakeholders, sometimes on a critical requirement or demand.
- Execute planned Lift & Shift optimization program with Google Stakeholders.
- Effective contribution through gathering and assimilating data for setting up Quarterly newsletters, WBRs & QBRs
- Lead standardization of processes and tools and drive continuous improvement to optimize productivity

- Help associates Manage complex cross functional projects related to engineering process improvement and SDLC compliance.
- Implement ITIL methodologies to maximize cost-efficiency, productivity, and service levels.
- Full ownership of SDLC and new idea generation to increase sales.
- Develop and drive activities for PMO task forces to implement PMO standards and best practices.
- Implement complete project tracking and resource allocation methodology and labor projecting planning process, and standard SDLC.
- Develop Program & Project Management CoE tools & templates for in-house CDE practice development & growth
- Communicate project status, process standards and changes, and issues and workarounds, clearly to business and operations support team
- Collaborate with operational teams and business stakeholders to gather business requirements,
- Supporting the design of new or improved processes of moderate complexity, and understand business/customer impact
- Utilize standard project management and quality improvement methodologies in process improvement approaches.
- Work and supports the Americas, APAC & EMEA Regional Leaders by helping to coordinate with stakeholders, serving as the first line of management support to their assigned teams, and works to ensure there is cross geo knowledge and consistency with other Pod Leads. This includes supporting teams weekly to ensure on time delivery of high-quality deliverables: status reports, RAID logs, meeting minutes in line with the client approved brand, design and language guidelines, as well as provide suggestive templates, if warranted.
- Help and guide the team to track, measure and report the metrics for their respective projects.
- Set up monthly and quarterly review meetings with Google Cloud Leadership team of their respective teams to review and validate the project health metrics on the data reported by the Cognizant/Google team
- Work alongside their Regional Leader when conducting a skill alignment, introducing stakeholders to their deployed associates for the project, sending post onboarding survey requests to stakeholders, and coordinating timely post onboarding check-in with the stakeholder(s).
- Provide proactive onboarding/off boarding, training, device enablement leadership, and ensure communication across geos for consistency (as applicable)
- Owns the Performance Management and Coaching for all teams, along with all other people management activities, to help grow associates' skills and abilities
- Maintains a knowledge hub or central repository to store all Cloud Delivery Excellence - CoE project management templates and any training materials.
- Created several Resource Repository, Resource Duration, Monthly Billing Advice, Yearly Forecast trackers for all Pod & Regional leads to maintain.
- Identify deviations from established processes, defined templates, agreed formats and improvements as needed, implement improvements, and ensure knowledge is shared across the geos.
- Support the operational improvement of the CoE by working with teams to create skills inventory and assessment, prepping new associates prior to their intro meeting with the Business Requestor (e.g., share the JD, practice their 60 second intro message, etc.), and ensure other misc. continuous improvements are proactively maintained, (e.g., MOMA dotted line reporting, professional photo attached to Gmail profile, individual applications/tools maintained, email signatures are aligned, 1-page resume profile, etc.)
- Manage the sales experience improvement program, working cross functionally to collect inputs, analyze them, invoke action taking, follow-up tightly and communicate progress
- Extract data sets, perform analysis and build financial models to support pipeline, coverage, renewal, or other initiatives
- Analyze performance and productivity data and assist in preparing slides for QBRs, or other Support/Sales leadership presentations
- Drafting annual planning and monthly forecasting processes for entire North America.

Project Profile 2

Project Title	Life Cycle Management
Duration	Nov 2020– March 2022
Location	Irving, Texas
Industry	Logistics Company
Role	Program Manager

Project Description

Schneider was looking out for a Life Cycle & a Program Manager under the Life Cycle Management Umbrella owning the coordination for all LCM Projects with the business pertaining to:

ix. Improving ERP functionality (ADF Upgrade) and user satisfaction. Having led many ERP module implementations and received excellent feedback to implementation team and management.
x. Managing and Coordinating all testing across LCM
xi. Aligning the testing to lessen the impact to the business Operational Excellence teams
xii. Work closely with all leads on the LCM projects and leveraging opportunities on Testing Automation with SDET & Oracle E-Biz Application Development & Delivery Assurance (DA) teams.

Client Description

Schneider National, Inc. is a provider of truckload, intermodal and logistics services. Schneider's services include regional, long-haul, expedited, dedicated, bulk, intermodal, brokerage, cross-dock logistics, pool point distribution, supply chain management, and port logistics

Technologies

Oracle E-Biz R12.2.8, ADF Upgrade, SOA, Middleware Infrastructure, XL-R, Puppet, Jenkins

Roles & Responsibilities in the Project

- Developed project strategies and plans, including stakeholder assessment, communications, leadership alignment, organization transition, change readiness, capability transfer, and end-user training.
- Designed and implemented change management strategies and plans related to business processes and technologies
- Management of overall ADF, SOA & Mastermind upgrade plan, including PI's, environment utilization within each project and across the program (ex: ADF, DB and SOA changes come together) Overall plan updates and changes; Identify dependencies and track, communicate.
- Leading SOS to ensure all affected teams understand expectations
- Creation/Ownership of project Gantt including CPD - and cross team planning for those dependencies
- Drove adoption and proficiency of changes within the organization in compliance with client's Change Management methodologies.
- Oversaw team execution in accordance with project plans, tools, and methods, and support resource planning and acquisition.
- Reviewed metrics for each project and program- progress to plan, mitigate project / program risk and issues
- Maintain Application Tracking sheet
- SL accountabilities when needed / Transition of Features to appropriate SL
- Developed short and long-term goals, KPIs, and objectives and executed them against annual operational plan.
- Led/facilitated meetings with clients to ensure an understanding of the current company culture, and jointly develop a change adoption plan.

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- Provided direct support and coaching to front-line managers and supervisors to help their direct reports through transitions.
- Facilitated change management activities with cross-functional team members and stakeholders to understand and ensure adoption of the Enterprise Business Transformation.
- Influenced stakeholders in detailed written and oral communications. Work with Operational Teams to answer questions and remove blockers (with project manager and tech leads)
- Attend business testing weekly to provide project status and answer questions (with test coordinator)
- Manage Risk Acceptance requests (with Tech Lead).
- Work with Operational Teams to answer questions and remove blockers (with project manager and RTE)
- Track SR Status (with Tech Leads & RTE)
- Coordinates across features, projects, applications and teams to have a cohesive single test plan
- Tracks testing plan, scenarios and defects
- Provides status updates on progress to plan and any testing blockers/issues/risks
- Performs Tech testing and automation of testing where appropriate
- Looks for synergies for re-use of testing plans/scenarios and business time for effectiveness and efficiencies
- Utilizes DA templates, processes, standards, and includes as needed; Testing Evidence and Approvals
- Stakeholder Updates
- Status to RTE, Senior Leadership, IT-Director, VP-IT
- Attend business testing weekly to provide project status and answer questions (with RTE)
- Technical Architecture, design and oversight across teams/systems
- Deployment Plan review and approval: Technical Design creation and approval; Dev Ops / Code Mgmt.
- Ensure all technical Designs are done according to Architecture standards
- Developed and maintained a strong working relationship with the clients at multiple levels
- Ensured timely and high quality deliverables from the team
- Assessed skills and attributions of Transition Teams & aided clients in their in-house recruitment drives
- Coordinate Infrastructure needs

Project Profile 3

Project Title	Prudential Workday Global Rollout
Duration	July 2020– Oct 2020
Location	Irving, Texas
Industry	Retail (Convenience Stores)
Role	Workday Integration Lead from Onshore.

Project Description

i. Prudential wanted to implement a multi-year initiative to roll out a more modern, digital experience with HR tools for employees around the globe.

ii. Workday shall now become the platform to complete most HR transactions, which includes how the employees request time off, view paychecks, maintain personal information and initiate or approve actions for their staff if he/she is a manager of people.

iii. Prudential employees will now have a new hub for HR information called People Central. Replacing myPru, People Central houses the resources for development, engagement, benefits and well-being in a fresh, searchable format. People Central also links to all of the HR transactional tools within Workday.

iv. People Central and Workday can be accessed from the top of the Vision homepage and via "friendly" URLs, by

Cognizant

simply typing People Central/ or Workday/ into the browser.

v.   On visiting Workday for the first time, all employees shall be greeted by a welcome page that includes a video and a checklist of important actions to help them get started.

vi.   Easy mobile access to common HR transactions, by setting up Workday on mobile devices.

Client Description

Prudential Financial, Inc. is an American [Fortune Global 500](#) and [Fortune 500](#) company whose subsidiaries provide [insurance,](#) [investment management,](#) and other financial products and services to both [retail](#) and [institutional customers](#) throughout the [United States](#) and in over 40 other countries.

Prudential Financial is the largest insurance company in the United States, with total assets amounting to approximately 1.456 trillion U.S. dollars.

Technologies

Workday HCM & Compensation

Roles & Responsibilities in the Project

- Worked as an Integration lead for one of the top Insurance client on Multi-Country Workday Global HCM Implementation, Integration across US, Mexico, Brazil & Argentina.
- Played multitude of roles such as Integration lead, core HCM, compensation, Advanced Compensations configuration analyzer, Workday Report and Integration and Workday Security Analyst.
- Involved as a core HCM lead, helped in evaluating, Implementing and Integrating Workday Solutions for client's global workforce.
- Liaison with HRIS power users and other diversified teams to analyze the business process and integration requirements and devised strategy to implement them in workday.
- Worked with the SME to identify the GAPS and suggesting the alternate solutions for handling the requirement in the best feasible way
- Participated in defect triages related to HCM, compensation and payroll, integrations & Report testing and helped in identifying the root cause and work around for the time sensitive issues
- Lead clients through project Test Strategy, Planning & Execution
- Mentor project team consultants through Workday best practices & HR Business acumen
- Identified UAT Test scenarios for clients including drafting a detailed stepwise guidebook with players identified to perform each role during UAT.
- Collaborated with the business PeopleSoft technical team and the business users to understand and document the reporting and integration requirements.
- Created custom reports to validate the data load inside the tenant as well as comparing with the source data outside the tenant using Excel features
- Analyzed testing core connector for worker, benefits for newly hired worker and sent the details to account provisioning systems.
- Configured and created the supervisory organization structure and the subordinates to facilitate UAT.
- Configured the default organization assignment to the supervisory organization and configured the business process definition to control the reorganization and role assignment activities for business UAT.
- Identified and configured the staffing model for all supervisory organizations, configured the staffing related business process such as hire, terminate, job changes etc. all.
- Configured the business process for imposing the hiring restriction for both position management and job management worked extensively on job and position domain.
- Configured and tested the business process definitions with desired steps for creating and editing the job profile and positions.
- Configured and tested the staffing related business process such as close position, manage hiring freeze.
- Configured the tested custom notification related to the status of the business process.

- Configured and tested all types of business process steps such as action, approvals, approval chain, To-Do checklist, consolidated approval, integration, System and review

- Configured and tested all the HCM transaction in workday such as creating position, creating pre hire, hiring into supervisory organization with position management and job management, defaulting organization assignment, assigning roles based and user based security groups.
- Worked with client Payroll Team to facilitate Payroll Integrations during SIT & PVT to ensure proper linking of payroll earning to the desired pay group and pay period.
- Analyzed and configured different compensation plans needed by the organization. This included analyzing and testing salary plans, allowance plans, hourly plans, etc.
- Analyzed grades, grade profiles, plans and put them together creating the compensation packages and linked the compensation elements to the plan
- Analyzed and tested the compensation eligibility rules for identifying the targeted population for the compensation event.
- Analyzed the default propose compensation to position event business process definition with all the sub process, actions and approvals.
- Analyzed the propose compensation and the related steps as the sub process of hiring event and the compensation change business process relating to the job change
- Used and created the workday delivered compensation basis as well as configurable compensation basis to define the estimated earnings for targeted workers.
- Conducted the system impact analysis for workday version upgrades and prepared the regression testing strategy and risk mitigation plans.
- Planned and analyzed the multi week joint application testing design sessions involving the existing HRMS SME and other stakeholder to identify the existing HCM architecture, organization structure, and Integration interfaces.
- Being a quick learner with acumen for problem solving and data analytics, looking forward to embrace all the emerging aspects of Workday as an Enterprise Solution Architect.

Project Profile 4

Project Title	Bison Acquisition
Duration	April 2020– June 2020
Location	Irving, Texas
Industry	Retail (Convenience Stores) – 7-Eleven Inc.
Role	Project Manager, Scrum Master & Functional Architect specializing (in Oracle HR, Payroll) for this implementation project, handling the entire Acquisition Project from Onshore.

Project Description

As 7-Eleven announced that, they plan to acquire 400+ stores from Bison. The close date for the acquisition is scheduled for July 2020. The acquisition is an asset purchase and does not include all Bison OKC stores or personnel. At midnight of the close date, approximately 400+ Bison stores and 1200 store employees shall be converted to 7-Eleven employees.

With the acquisition of these Stores, 7-Eleven needs to implement the required food service systems to support these business functions.

With the acquisition of the stores, 7-Eleven also expects to increase their fuel sales by 5-10%, because all Bison stores sell fuel. In an effort to support the acquisition of the Sunoco stores, the 7-Eleven IT department created a Bison Acquisition IT Program. This is an implementing project producing new, flexible HR, Payroll, Benefits Enhancements & Support components required for the acquisition.

Client Description

7-Eleven is a Japanese-owned American international chain of convenience stores, headquartered in Irving, Texas. The chain was known as Tote'm Stores until it was renamed in 1946. Its parent company, Seven-Eleven Japan Co., Ltd., operates, franchises, and licenses some 64,319 stores in 18 countries as of January 2018. Seven-Eleven Japan is headquartered in Chiyoda, Tokyo. The Seven & I Holdings Co. holds 7-Eleven Japan.

Technologies

Oracle HRMS, Payroll in R12.1.3 environment.

Roles & Responsibilities in the Project

- Worked as a Business Analyst & a Project Manager, managing a portfolio of cross-functional component design to implementation from original concept, capturing requirements through final deployment and Product Stabilization during the period of Covid-19.
- Built high-level and detailed project plans, Product Backlogs, project schedules, run daily Video-Conference meetings for Product or Requirement Refinements with all Stakeholders.
- Collaborate effectively across stakeholders and cross teams, to define, strategy, goals and commitment to timelines and deliverables.
- Focused management efforts on ensuring the various activities were coordinated, critical path activities are achieved and projects were successfully completed on time and within budget, adhere to high-quality standards, and meet customer coordinated activities and tasks among project team members, other internal departments, and external organizations as needed to meet project goals and ensure project completion was on schedule.
- Ensured appropriate communication with all internal and external stakeholders regarding impacts to scope, status, and budget.
- Designed detailed flexible reusable solutions for 7-Eleven to re-use for future Acquisitions.
- Managed and Developed critical solutions for 7-Eleven Bison and other future Acquisitions.
- Tested and Created Innovative Testing Detailed Document for all stakeholders to review before UAT.
- Created and adhered to detailed Schedule developed for each phase adopting Scrum Framework throughout the entire implementation.
- Efficiently handled detailed Project Plan, Schedule, Cost, Resource, Quality, Communication and Stakeholder engagement throughout the project in the difficult times of Covid-19, which is well appreciated amongst all levels at 7-Eleven.
- Coached and mentor team members on an agile framework based, customer-oriented approach, and expectations for performance and communications while establishing standards for performance evaluation.
- Worked with the entire team to redefine the "Definition of Done" for each sprint and planned Sprint Backlog accordingly.
- Coordinated the activities of the estimation team during Sprint Backlog selection and handling meeting and provided technical and business guidance to team members as well as feedback and scheduling.
- Conducted Sprint review on all "Done Increments" and Sprint retrospective through video-conferences with all related stakeholders to plan the next sprint to achieve the Goal on target without any deviation and unknown risks to handle.
- Conducted User Acceptance Testing (UAT) and collaborated with the QA team to develop the test plans, test scenarios, test cases, test data to use in testing based on business requirements, technical and functional specifications and product knowledge.
- Ensured timely delivery to Production on all on-going developments, marching towards a successful project completion by end of June-2020.
- Automated rollouts, synchronizing each program to a schedule run based on 7-Eleven Architecture.

- Worked with Senior IT leadership on prioritization and architectural assessments.
- Ensured that the application meets the business requirements and system goals fulfills end user requirements, identify, and resolve system issues.
- Reported to CTS Leadership & higher Management on progress and status for all business-related work products and deliverables.
- Provided customer support on newer Projects ensuring continuous revenue generation for CTS during Covid-19.
- Created and Defended Cloud RFPs with new clients at "Hologic" during this time as well.
- Effectively communicated with Oracle Support (SRs) to resolve issues to complete the project smoothly and before deadline.
- Conducted various interviews for Cognizant in-house openings for various Techno-functional and Architectural roles.
- Also led as CTS EBS CoE towards "Go-Live" the biggest CTS North America EBS R12.2.9 Digital Transformation project at "Fanuc" where the final Live announcement also clearly mentioned my contribution towards the success and baseline foundation of the Project Success.

An excerpt on the above posted below (June-2020).

Project Profile 5

Project Title	Platinum
Duration	August 2018 – March 2020
Location	Irving, Texas
Industry	Retail (Convenience Stores) – 7-Eleven Inc.
Role	Project Manager & Functional Architect specializing (in Oracle HR, Payroll) for this implementation project, handling the entire project team from Onshore as well as Offshore.

Project Description

7-Eleven Inc. decided to provide external payroll processing services to franchisees in the 2019 CY. Outsource 7000+ franchisee stores and Transition ~160K employees seamlessly with 0 downtime.

Eliminate employee PII while onboarding onto 3rd party systems. Accelerated rollout of initial MVP in 6 months followed by National rollout.

Drafted Business Solution Design (BSD) covering Impact Analysis of 7-Eleven Enterprise Payroll Systems and End-to-End solution consulting with three Partner Vendors. Integrated Architecture addressing revision of existing interfaces and introduction of new API-centric data flows with third party SaaS platforms.

Collaborated with 7-Eleven OCM team / Partner Vendors to construct store rollout Deployment plan.

Till date successfully rolled out 4500+ stores using 3rd Party payroll processing with zero downtime transition as per 2019 7-Eleven franchisee agreement with Outsourced, Choice and Preferred Vendor options for payroll processing.

Positive feedback from transitioned store franchisees and 7-Eleven business users across payroll accounting, OCM and executive leadership.

Client Description

7-Eleven is a Japanese-owned American international chain of convenience stores, headquartered in Irving, Texas. The chain was known as Tote'm Stores until it was renamed in 1946. Its parent company, Seven-Eleven Japan Co., Ltd., operates, franchises, and licenses some 64,319 stores in 18 countries as of January 2018. Seven-Eleven Japan is headquartered in Chiyoda, Tokyo. The Seven & I Holdings Co. holds Seven-Eleven Japan.

Technologies

Oracle HRMS, Payroll in R12 environment.

Roles & Responsibilities in the Project

- Worked as a Business, Analyst, Program and Project Manager, managing a portfolio of cross-functional projects from original concept through final implementation.
- Built high-level and detailed project plans, secure resources, drive project schedule, run meetings, collaborate effectively across stakeholders and cross teams, to define, strategy, goals and commitment to timelines and deliverable.
- Focused management efforts on ensuring the various activities were coordinated, critical path activities are achieved and projects were successfully completed on time and within budget, adhere to high-quality standards, and meet customer coordinated activities and tasks among project team members, other internal departments, and external organizations as needed to meet project goals and ensure project completion was on schedule.
- Ensured appropriate communication with all internal and external stakeholders regarding impacts to scope, status, and budget.
- Directed project closure activities including formalized and communicated the project acceptance; gathered lessons learned; Completed documentation; hand-off of project deliverables; transitioned mutually agreed upon issues to downstream; Functional groups; and completed post-implementation review to identify areas of improvement.
- Coached and mentor team members on a customer-oriented approach, and my expectations for performance and communications while establishing standards for performance evaluation.
- Coordinated the activities of the estimation team and provided technical and business guidance to team members as well as feedback and scheduling.
- Delivered competitive project pricing to SEI IT by providing quotes and proposals for our project.
- Initiated and maintained good working relationships with 3rd Party Vendors such as ADP, Gratsyn, and NEC, negotiating lead times, and providing feedback on vendor performance.
- Participated in requirement gathering sessions, involving Business Users and Process Owners, to churn out Business Requirement Gathering Documents, designed solutions and authored various functional design documents for entire Store Rollouts comprising Core HR, Payroll modules.
- Led Onsite and offshore delivery team effectively. Supervised resources, set priorities and approved designs.
- Worked closely with project/team management to ensure timely delivery.
- Worked with Senior IT leadership on prioritization and architectural assessments.
- Designed several unique solutions, simplified methodology for 7-Eleven Oracle Payroll team to successfully carry out all operations and rollouts from Oracle seamlessly in a controlled environment.

- Automated rollouts through Mass Upload programs, synchronizing each program to a schedule run based on 7-Eleven Architecture.
- Designed, Developed and implemented various HR & Payroll Outbound Interfaces for external carriers such as ADP, Lewer, UNUM, GratSyn etc.
- Designed and developed various Company and Balance Extracts to produce Demographic and Deduction files for ADP.
- Developed various runtime Oracle HR-Payroll queries required by Oracle users such as payroll, operations, tax and compliance in a Project Lead role.

- Conducted User Acceptance Testing (UAT) and collaborated with the QA team to develop the test plans, test scenarios, test cases, test data to use in testing based on business requirements, technical and functional specifications and product knowledge.
- Ensured that the application meets the business requirements and system goals fulfills end user requirements, identify, and resolve system issues.
- Reported to higher Management on progress and status for all business-related work products and deliverables.
- Provided customer support on new projects ensuring profit.
- Effectively communicated with Oracle Support (SRs) to resolve issues to complete the project smoothly and before deadline.
- Conducted various interviews for Cognizant in-house openings for various Techno-functional and Architectural roles.

Project Profile 6

Project Title	Canada Payroll Automation
Duration	April 2018 – August 2018
Location	Irving, Texas
Industry	Retail (Convenience Stores) – 7-Eleven Inc.
Role	Business Analyst, Project Manager and Principal Functional Consultant specializing in Oracle HR, Payroll and Benefits. Took lead role in this implementation project, handling the entire project from Onsite.

Project Description

As part of the Canada Payroll Automation initiative, the streamlining and automation of Vacation, Sick Entitlement, Carryover & Calculations in Oracle was planned to reduce the risk of being non-compliant due to existing manual processes in addition to improving the process efficiencies.

Payroll team currently calculates vacation and sick balances manually following which the balances are loaded (manually) to the employee's accrual in Oracle. As is the case with several manual processes, these activities, which are highly significant for the organization, have a tendency to be error prone. It was upon the centralization of the Canadian payroll into the US in July 2016 that this process improvement project was initiated to align with automation in the Oracle US Payroll platform. As a first step, automation of overtime and holiday overtime calculations was completed.

Business stakeholders have identified a business need to replace the manual processes involved in Canadian employee vacation, sick, statutory holiday accrual and entitlement calculation with a new automated process that would handle vacation, sick and statutory holiday entitlement and carryover based on the 7-Eleven policy.

In addition to the above, the business needs the payroll system to calculate amount of separation payment during final Quick Pay or payroll run. Additionally, the separation payout for employees at the time of their termination needs automation.

Client Description

7-Eleven is a Japanese-owned American international chain of convenience stores, headquartered in Irving, Texas. The chain was known as Tote'm Stores until it was renamed in 1946. Its parent company, Seven-Eleven Japan Co. Ltd. operates, franchises, and licenses some 64,319 stores in 18 countries as of January 2018. Seven-Eleven Japan is headquartered in Chiyoda, Tokyo. The Seven & I Holdings Co. holds Seven-Eleven Japan.

Technologies

Oracle HRMS, Payroll, OAB, OTL in R12 environment.

Roles & Responsibilities in the Project

- Provided Project management leadership by overseeing the delivery of project on time, within the scope and on budget.
- Maintain continuous alignment of program scope with strategic business objectives, and make recommendations to modify the program to enhance effectiveness toward the business result or strategic intent.
- Interfaced with executives to define project priorities and implementation opportunities and challenges, and kept them up-to-date with project risks and opportunities.
- Responsible and accountable for the coordinated management of high profile projects directed toward strategic business and other organizational objectives.
- Manage financial aspects of projects including budgeting, estimate to actual variance and capital project management.
- Analyzed and defined all existing manual processes for Canada Payroll Automation.
- Reviewed, validated existing Canadian payroll processes, mapped to Oracle, created Business Solution Design to automate as well a gap analysis
- Acted as Payroll systems SME, identified, addressed various Canadian Payroll process discrepancies / issues with business, and worked towards an end-to-end solution approach unanimously voted by business and all stakeholders.
- Provided process optimization recommendations for smooth transition of new hires using Oracle systems including payroll processing.
- Created Business Requirement Document, Functional & Technical Specification Documents, training materials for the users, post implementation.
- Managed Offshore Team of eight for this Payroll Project.
- Worked with Business Partners to develop solutions for each requirement on Canadian Payroll & OTL completing the Project Workbooks and Test Scenarios.
- Created Project Plan at Task/Resource level and managed Team working Offshore to complete configurations in accordance with requirements.
- Managing Project to Budget on successful Go-Live and two weeks of Mandatory Support.
- Coordinating with Management, Development and QA teams to produce updates for our clients
- Lead meetings to hand over the functional specifications to development and QA teams
- Preparation of client release documents
- Developing Web ADI Integrators for automating data loads for various Payroll solutions
- Requirements gathering of payroll process and time entry rules
- Preparing and testing Canadian Business Group and Legislation
- Configuring HR and Payroll elements for Canadian legislation
- Preparing BR.100 implementation documentation
- Provided functional oversight of testing process
- Develop Web ADI integrators for automating data load for acquired company employees
- Assist technical group with the development of interfaces to Oracle HR and Payroll

- Training Super Users and End Users
- System configurations for payroll, locations, organizations and elements
- Assisting in mapping legacy data to Oracle and preparing gap analysis
- Helping identify and reconcile discrepancies in Parallel Testing
- Preparation of BR.100 and BR.110's for HR and Payroll
- Preparation of MD.050's and reviewed and assisted on MD.070's for Employee and Assignment API's
- Developed System Extracts to assist in providing reporting solutions
- Used DataLoad to populate Value Sets, Lookup Tables, Jobs, etc.
- Working with Technical resources in developing custom reports, interfaces and API's
- Performed KFF, DFF and Value Set configurations for Payroll and HR
- Created custom security including task flows, menus and forms personalization
- Designed Solution for Payroll to handle Prevailing Wage requirements
- Assisted Payroll Department with Year-end processing

Project Profile 7

Project Title	Sunoco Acquisition at 7-Eleven
Duration	May 2017 – March 2018
Location	Irving, Texas
Industry	Retail (Convenience Stores) – 7-Eleven Inc.
Role	Project Manager and Principal Functional Consultant specializing in Oracle HR, Payroll and Benefits. Took lead role in all projects and consistently exceeded customer expectations.

Project Description

As 7-Eleven announced that, they plan to acquire 1108 stores from Sunoco. The close date for the acquisition was scheduled for March 23, 2018. The acquisition was an asset purchase and did not include all Sunoco stores or personnel. At midnight of the close date approximately 20,000 Sunoco store and above store employees had to be converted to 7-Eleven employees.

The Sunoco stores that 7-Eleven acquired consisted of several brands (Maxx, A-Plus, Sunoco, and Stripes). Out of the 1108 stores, approximately 580 of them contained Quick Serve Restaurants. The restaurants were made up of two proprietary brands (Laredo Taco Company & Ladsen Grille) and multiple mainstream brands like KFC, Subway, and Taco Bell. With the acquisition of these Quick Service Restaurants 7-Eleven needed to implement the required food service systems to support these business functions.

With the acquisition of the Sunoco stores, 7-Eleven also expected to increase their fuel sales by 25-30%, because all Sunoco stores sell fuel. In an effort to support the acquisition of the Sunoco stores, the 7-Eleven IT department created a Sunoco Acquisition IT Program. This was a conversion project, implementing new & standalone HR, Payroll, Benefits Enhancements & Support components required for the acquisition.

Client Description

7-Eleven is a Japanese-owned American international chain of convenience stores, headquartered in Irving, Texas. The chain was known as Tote'm Stores until it was renamed in 1946. Its parent company, Seven-Eleven Japan Co., Ltd., operates, franchises, and licenses some 64,319 stores in 18 countries as of January 2018. Seven-Eleven Japan is headquartered in Chiyoda, Tokyo. The Seven & I Holdings Co. holds Seven-Eleven Japan.

Technologies

Oracle HRMS, Payroll, OAB, OTL in R12 environment.

Cognizant

Roles & Responsibilities in the Project

- Responsible for Customer engagement and account level team management.
- Analyzed and defined all HR & Payroll Processes for the acquisition.
- Reviewed, validated and updated the existing HR system and process maps and completed gap analysis.
- Acted as HR systems SME, identified, addressed various HR process discrepancies / issues with business, and worked towards an end-to-end solution approach unanimously voted by business and all stakeholders.
- Provided process optimization recommendations for smooth transition of new hires using Oracle systems including payroll processing.
- Created training materials for the new hires from the acquired companies.
- Managed Offshore Team of six for this acquisition project.
- Worked with Business Partners to develop solutions for each requirement on Core HR, Payroll, OTL and Benefits completing the Project Workbooks and Test Scenarios.
- Created Project Plan at Task/Resource level and managed Team working Offshore to complete configurations in accordance with requirements.
- Managed Project to Budget and successful Go-Live

Project Profile 8

Project Title	TeleTech AVM & AD Services
Duration	August 2016 – April 2017
Location	Cognizant Offshore, Kolkata, India
Industry	Business process outsourcing company
Role	Project Manager and Principal Functional Consultant specializing in Oracle HR, Payroll and Benefits. Took lead role in all projects and consistently exceeded customer expectations.

Project Description

The project is on implementation of new HR, Payroll & Benefits Enhancements & Support for 46,000 employees delivering services across 80 countries at TeleTech, its overall support and maintenance handover from various clients from 6 different nations.

Client Description

TeleTech Holdings, Inc. (NASDAQ: TTEC) is a global business process outsourcing company headquartered in Englewood, Colorado. Founded by Kenneth D. Tuchman in 1982, the company provides customer strategy, analytics- driven and technology-enabled customer engagement management solutions.

The company serves more than 250 global clients across various industries, including the automotive, communications, financial services, government, healthcare, logistics, media and entertainment, retail, technology, travel and transportation industries. As of 2015, TeleTech had 46,000 employees delivering services across 80 countries.

Technologies

Oracle HRMS, Payroll, OAB, Financials, Projects in R12 environment.

Roles & Responsibilities in the Project

- Responsible for entire release plan and time schedules for enhancements, projects and code-fix components.
- Ensuring that we have release cadence for all the HRMS, Payroll, OTL and Advanced Benefits components. Introduced Release checklist that is followed by teams to meticulously track the releases.
- Participated in detailed Payroll requirement information gathering needed for Reports Customization
- Customized Self Service Time Expenses responsibilities using the Time and Expense Self Service Menu with menu exclusions, Mass Timecard Approval using the OTL Self Service Approval Menu and Worklist Timecard Approval using the OTL Worklist Timecard Approval menu
- Performed configuration and setup for predefined approval styles and approval process "OTL Auto Approve" and "Projects Override Approver" as per the business requirements
- Involved in defining Elements, Element sets, Assignment sets, Consolidation set, Element links.
- Worked on Transferring Timecards to BEE.
- Designed programs to upload time from Time force to OTL data conversion including time and attributes for OTL module.
- Was involved in defining Compensation Work Bench setup like Defining Distribution Budget, Budget Reserve, Worksheet Budget, Worksheet Amount, Recommended Amount, and Eligible Salary.
- Worked on Open Enrollment process and defined Flex credit programs.
- Release graph with full details of code freeze and release date slippages and delivery timelines.
- Serving as a liaison for all the component teams thereby ensuring that all the releases happen smoothly and timely.
- Updating the management with current progress as well as any roadblocks that needs attention from management.
- Keeps track of complete development including different milestones, QA and release process for all for enhancements, projects and code-fix components.
- Highlight any bottlenecks, caveats to upper management and drive towards resolution without impacting releases.
- Responsible for planning, managing, communicating and delivery of Oracle EBS application releases.
- Responsibilities also include planning, developing, onsite-offshore coordinating and leading release activities with Teletech Ebiz teams such as, Global Enterprise Applications, Quality Assurance, Project Management Office, Infrastructure Platform Services, Production Support teams, and others.
- Leading successful deployment of releases through the release cycle. Ensuring the right set of work (priority and readiness) that is scoped into the release by working with and seeking guidance from the Business Unit leads, Ebiz Functional & Technical teams, and the Oracle EBS Governance Committee.
- Applying proven communication and problem-solving skills to monitor release status, identify and remediate issues, validate completion of all release activity, and escalate risks and issues as required with excellent communication skills and the ability to collaborate effectively to all associates at levels of the company.

Project Profile 9

Project Title	Network Rail-HRSS PO & NR-HR-LMS Requirements
Duration	Nov 2015 – July 2016
Location	Cognizant Offshore, Kolkata, India
Industry	European Rail Infrastructure Managers
Role	Project Lead & Functional Architect: Design and Impact Analysis for Payroll and LMS introductory changes to Oracle Ebiz at NR.

Cognizant

Project Description

The project is on implementation of new Payrolls for PSE Employees at Network Rail, its overall impact on Oracle Ebiz implemented systems and Design and Solutioning for Oracle Learning Management integration requirement to existing Third Party Learning Management tool at NR (CSOD).

Client Description

Network Rail is the owner (via its subsidiary Network Rail Infrastructure Ltd that is known as Rail track plc before 2003) and infrastructure manager of most of the rail network in England, Scotland and Wales. Network Rail is a state owned 'not for dividend' company with no shareholders which reinvests its income in the railways.

Network Rail's main customers are the private train operating companies (TOCs), responsible for passenger transport, and freight operating companies (FOCs), who provide train services on the infrastructure that the company owns and maintains. Since 1 September 2014, Network Rail has been classified as a "public sector body".

To cope with quickly rising passenger numbers, Network Rail is currently undertaking a £38 billion program of upgrades to the network, including Cross rail, electrification of lines, upgrading Thameslink and a new high-speed line (HS2).

Technologies

Oracle HRMS Payroll LMS R12

Roles & Responsibilities in the Project

- Part of a team implementing Oracle R12 Payroll. Assisting in Business process mapping and prototyping, gap analysis, solution design, setup, testing and user training from offshore.
- Involved in defining Elements, Element sets, Assignment sets, Consolidation set, Element links.
- Designing of programs to upload time from Third Party to OTL data conversion including time and attributes for OTL module.
- Involved in defining Compensation Work Bench setup like Defining Distribution Budget, Budget Reserve, Worksheet Budget, Worksheet Amount, Recommended Amount, and Eligible Salary.
- Maintenance of Employee Information through Oracle Apps including Personal Details, Educational Qualifications, Skill Profile, Work Experience and Joining Data.
- Working on Conversions for Jobs, Extra Information Types, Personal Payment Methods and Elements.
- Documenting several specific recommendations to help NR be more efficient in their use of the Oracle Applications.
- Fixing prior year HR errors (which were being reported each time HR program was run)
- Sharing multiple HR related SQL reports, for supply chain accounting transactions and inventory value.
- Significantly increased their knowledge for how to more effectively use the Oracle Applications, from navigation, to item costing, transaction analysis and month-end inventory value reporting and reconciliation.
- Designing M50 documentation for payroll and HR conversions.
- Designing applications extensions for custom retro pay process based on time skip in OTL and payroll interface.
- Working on functional design for conversions of Jobs, Extra Information Types, Personal Payment Methods, Elements using Oracle seeded API's.
- Schedule and executing the design, implementation and unit test of new development, enhancements, bug fixes and production updates
- Assist Onsite Functional team in Business Requirement Specification (BR100) for HR and Payroll.

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- Designing legacy data conversion strategy for HR, Payroll, OAB and OTL modules and performed lead rule for configuration in CRP1, QA and cutover phases.
- Involved in business requirements finalization process, assisting onsite functional team lead in design, gap assessment, and process redesign sessions.
- Developing functional specification and performing actual conversions from legacy system to Oracle applications.
- Analyzing and mapping legacy balances with Oracle payroll elements and prepared technical specification for Payroll Balance Upload.
- Impact Analysis creation of new elements with compliance to PTO plans and fast formulas creation.
- Assisting functional team and end user for Payroll Pre-processing, Payroll Processing, Process Payroll Using subsets (Assignment set, Consolidation set, Element set), Elements creation, Payroll Post processing, Costing, Year End Process, NACHA, Deposit Advices, Direct Deposit, Adjust Balances, check writer, Quick pay, Rollbacks, Retries, Reversals, Run various reports, Retro pay Process and Absence Management (PTO).
- Designing Spec. for month-end Benefit Balance validate and update to Oracle payroll, developing programs to upload time from contingent worker time system to OTL, which includes time, and project attributes for OTL module.
- Detailed Solution Designing and creation of MD50 for Oracle EBiz LMS integration to Third Party Learning Tool at NR
- Working on Catalogue security and managing enrollments design in oracle Learning Management.
- Design Modification to seeded HR workflow processes as per the needs for Oracle Self Service and Payroll.
- Design creation of Alerts to send emails to employees on new hired, enrolment or termination of benefits, open enrolment, timesheet entry issues and year-end processing notices.
- Facilitating design and creation, revision and maintenance of training material content
- Sharing multiple cost accounting related SQL reports, for item costs, supply chain accounting transactions and inventory value.
- Significantly increasing their knowledge for how to more effectively use the Oracle Applications, from HR, item costing, transaction analysis and month-end inventory value reporting and reconciliation.

Project Profile 10

Project Title	Ruwais Fertilizer Industries (Fertil) iRecruitment Implementation
Duration	Jan 2015 – Sep 2015
Location	Abu Dhabi, UAE
Industry	Manufacturing & Suppliers
Role	Project Manager and Techno-Functional Lead: Implementation of Oracle iRecruitment on R12.1.3

Project Description

FERTIL is committed to its global role in increasing world food production. The project is on implementation of Oracle iRecruitment across Abu Dhabi, Ruwais and other plant locations.

As Oracle, iRecruitment continues to be a full-cycle recruiting solution that gives managers, recruiters and candidates the ability to manage every phase of finding, recruiting, hiring, and tracking new employees. Focused on the manager- recruiter-candidate hiring relationship, this end-to-end recruitment offering incorporates all aspects of applicant tracking with capabilities that allow managers, recruiters and candidates to fully manage the entire recruiting cycle via a self-service interface.

Oracle iRecruitment is a product in the Oracle E-Business Suite Human Resources Management family of applications and a key component of Oracle's integrated Talent Management suite. Oracle iRecruitment integrates seamlessly with other Oracle applications, including Human Resources (core), Self-Service HR and HR Intelligence.

Client Description

FERTIL was established in October 1980 as a joint venture between Abu Dhabi National Oil Company (ADNOC) and TOTAL, with a shareholding ratio of 2:1 respectively. The plant is located in Ruwais Industrial Zone, about 235 km from the city of Abu Dhabi. Construction of a processing plant began in 1980 and production started in December1983.

The prime objective behind establishing the company was to utilize the lean associated gas supplied from the onshore fields to manufacture fertilizers and to market them locally and internationally. It is comprised of one processing unit each of ammonia and urea. The installed capacity of the ammonia unit was 1,000 MTPD and 1,500 MTPD for urea. The plant had fully integrated utility units with storage facilities. Since then, the company had been continuously improving its technology and productivity. After the completion of Urea Debottlenecking Project in 2009 and commissioning of FERTIL-2 project in July 2013, the combined complex production of Ammonia reached 3,310 MTPD and Granulated Urea 5,800 MTPD.

The market for FERTIL's products has expanded considerably since its first shipment. Today, about 6% of its annual production is marketed locally within the United Arab Emirates, while 94% is exported to the Indian sub-continent, Far East, Africa, USA, Latin America and Australia. FERTIL aspires to enhance its image & standing in the world markets. The new plant utilizes state of art technologies for safety, health, better energy conservation and reducing environmental emissions.

Technologies

Oracle iRecruitment R12

Roles & Responsibilities in the Project

- Started as Technological Functional Lead in the Project whilst graduating to entire Project Lead and Management.
- Managed the full scope of implementing Oracle iRecruitment Release 12 E-business Suite. Developed and implemented an aggressive project plan while managing client expectations. Managing all aspects of the application development life cycle, including systems analysis, design, development, deployment, maintenance and enhancements.
- Participate in every CRP, UAT, Demo and Steering Committee meetings for identification of gap analysis
- Projected thought leadership, technical/functional expertise and was actively involved in Planning, priority setting, instructing, monitoring, promoting team development and managing multiple efforts concurrently.
- Demonstrated the ability to interact with all levels of management. Consult with business management to identify and prioritize opportunities (projects and enhancements) to enhance the use of applications in support of their business objectives.
- Responsible for utilizing a formalized project management lifecycle - Interacting with users, requirement gathering, identifying functional and technical gaps, application design, functional/technical specifications, configuration, module setup, programming, scheduling, documentations, test script generation, training end users and production move.
- Full Implementation using AIM Methodology
- Support and involvement in risks identifications and risk mitigations
- Functional / Technical analysis of existing business process flow.
- Involved in negotiation of project estimates
- Lead for all CEMLI components. Responsible for managing the CEMLI development team at onsite and offshore. Organizing, prioritizing, coordinating, and administering the activities and workload of the application support/development team. Was responsible for setting the timelines, assigning project resources, and determining and managing the scope of the project.
- Responsible for defining and enforcing standards and best practices to be adopted by different development efforts and teams. Maintained overall responsibility for quality of solutions/code in Oracle Applications production deployments.
- Developed a PL/SQL package procedure to carry out all notifications/custom alerts, KPIs and an Util Package.

Procedure for carrying out all workflow and iRecruitment related validations and subsequent return of system values involving AME etc.

- Involved in gathering client requirements
- Provide estimates for all technical components
- Preparation of data Conversion Strategy from legacy to oracle database as per the client standards
- Developed several conversion and bursting programs using Oracle PL/SQL and Standard APIs
- Developed Custom Workflows for Requisitions and offers and integrating the same with Oracle AME (Approval Management Engine).
- Preparation of technical specifications and testing scenarios based on functional design.
- Migration of code to different instances
- Development of reports using OBIEE (using XML Publisher)
- Preparation of technical design document MD070, installation document MD120 and technical process/data flow chart.
- Reviewed all implementation deliverables both functional and technical. Provided feedback to all stakeholders with respect to system implementation. Deliverables covered all phases of the systems lifecycle including requirements, gap-fit analysis, design documents, interface design, data conversion, User training, and User Acceptance test plans.
- Led User training sessions.
- Performed testing on all system modules and interfaces and served as the Test Lead as well.
- Contributed to all setups; managed system/user acceptance testing and performed iRecruitment transactions whilst implementing using Oracle AIM methodology.
- Managing post-implementation Production support. Involving in trouble shooting production issues (Day- to-Day production support), performance tuning and providing techno functional support for existing Oracle Application iRecruitment module in a multi-org and multi-currency environment.
- Involved setting up of Workflow Notification Mailer for inbound and outbound processing, Workflow administration. Involved in DBA Application and Full-Bounce as and when required.

Project Profile 11

Project Title	AIMCO Investment & Management Co.
Duration	Oct 2014 – Dec 2014
Location	Cognizant Offshore, Kolkata, India
Industry	Real Estate Investment Trust.
Role	Project Manager & Techno-Functional Lead: Implementation of Oracle Integrations with newly implemented Taleo.

Project Description

The project is on implementation of 6 new integrations of Oracle Ebiz with Taleo across client locations in US and other parts of the world. Oracle Corporation continues to use the Taleo software name for its talent-management software suite. Taleo offers primarily focus on talent acquisition (recruitment), performance management, learning and development, and compensation management. These capabilities combine to provide what Taleo calls "Talent Intelligence" - an enhanced level of insight into candidates and employees.

Taleo sells its Human resource management system (HRMS / HRIS) products entirely via a software-as-a-service (SaaS) model, in which all software and information resides in data centers operated and secured by Taleo.

Client Description

AIMCO is one of the largest owners and operators of apartment communities in the United States, with approximately 250 communities serving 250,000 residents in 24 states and the District of Columbia.

Technologies

Oracle HRMS R12

Roles & Responsibilities in the Project

- Delivery Management of the entire Integration with Taleo.
- Coordinating offshore activities for the project single-handedly.
- Technical Architect/Onsite Team Lead for the entire project at offshore.
- Effort Estimation process and Reporting Resource phase.
- Requirement gathering from the Business People and transform those into Flow Design.
- Involved in the data validation process and reported the data discrepancies to the client.
- Involved in Understanding client requirements
- Troubleshooting and developing solutions/ workarounds on the integrations.
- Design and Development of New Interface Program.
- Performance Enhancement of the existing Component.
- Preparation of Installation Scripts
- Responsible for final delivery of blueprint (MD050, MD070, MD120) test plan, test cases and roadmap.

Project Profile 12

Project Title	Dun & Bradstreet, Inc.
Duration	Mar 2014 – Aug 2014
Location	Cognizant Offshore, Kolkata, India
Industry	Business information, information technology, services, research, software.
Role	Project Manager & Techno-Functional Lead: Implementation of new Workflow for Oracle Payroll 11i, leading an offshore team.

Project Description

The project is on implementation of a new Workflow chain for Change and Special Pay in Oracle Payroll 11i across client locations in US and other parts of the world.

Client Description

Dun & Bradstreet, Inc. is an American public company headquartered in Short Hills, a community in Millburn, New Jersey, USA that licenses information on businesses and corporations for use in credit decisions, business-to-business marketing and supply chain management. Often referred to as D&B, the company maintains information on more than 220 million companies worldwide. Dun & Bradstreet has been listed on the Fortune 500.

Technologies

Oracle Payroll 11i, Oracle Workflow.

Roles & Responsibilities in the Project

- Project Lead for the end to end implementation of this entire project, that includes, responsibility of handling and gathering client requirements, building up solutions and collecting client acceptance to those designs to building up client adhered test cases/plans and finally delivery of the product, bang on time, with 0% rework/error post Go-Live.
- Managing an entire team of Functional and Technical consultants working from offshore in conjunction with the client team.
- Technical Architect/Team Lead for the entire team based at different offshore locations.
- Effort Estimation process and Reporting Resource phase.
- Responsible for final delivery of blueprint (MD050, MD070, MD120) test plan, test cases and roadmap.
- Requirement gathering from the Business and transform those into Flow Design.
- Involved in the data validation process and reported the data discrepancies to the client.
- Created and published packages in Oracle pl/sql, brought about significant new changes to the HR workflow for the solution. Also handled, pre-existing errors to the system and was well appreciated by the client to have brought in new smarter way to handle those pre-existing errors.
- Involved in the training session for the Business users as well.

Project Profile 13

Project Title	7-Eleven, Inc.
Duration	Sep 2013 – Jan 2014
Location	Cognizant Offshore, Kolkata, India
Industry	Retail (convenience stores)
Role	Project Lead & Techno-Functional Lead: Implementation of Oracle HRMS R12 Upgrade, leading an offshore team.

Project Description

The project is on implementation of Oracle HRMS/Payroll/Finance Upgrade to R12 across client locations in US & Canada.

Client Description

7-Eleven is part of an international chain of convenience stores. 7-Eleven, primarily operating as a franchise, is the world's largest operator, franchisor, and licensor of convenience stores with more than 50,000 outlets. This number surpassed the previous record-holder, McDonald's Corporation, in 2007, by approximately 1,000 retail stores,7- Eleven branded stores under parent company Seven & I Holdings Co. The stores are located in 16 countries with its largest markets being Japan (15,000), the United States (8,200), Thailand (6,800), Indonesia, Canada, the Philippines, Hong Kong, Taiwan, Malaysia and Singapore.7-Eleven Japan runs all 7-Eleven franchises worldwide and is headquartered in Tokyo, Japan.
7-Eleven America has its headquarters in the One Arts Plaza building in Downtown Dallas, Texas.

Technologies

Oracle HRMS and Oracle Payroll integrated to Oracle Time and Labor.

Roles & Responsibilities in the Project

- Testing/Configuration of Oracle HRMS/Payroll/OTL.
- Creation of MD 50, MD 70 and Testing

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- Solving the HPQC defects
- Testing and giving signoff for the RICE components – Migration
- Maintaining and owning the RICE objects for Localization.
- Maintaining BR 100 for Configuration.

Project Profile 14

Project Title	Oracle HRMS Upgrade to R12.1.3 and Payroll Implementation at **Landmark Group**.
Duration	Jan 2013 - Aug 2013
Location	Cognizant Offshore, Kolkata, India
Industry	Retail and Hospitality
Role	Project Lead & Techno-Functional Lead: Oracle HRMS, iRecruitment R12 Upgrade from 11i to R12 and Payroll Implementation.

Project Description

The project is on implementation of Oracle HRMS, iRecruitment Upgrade to R12 and Payroll implementation in client locations across 19 countries.

Client Description

The Landmark Group has grown consistently in every market condition displaying stability of performance and high value for our customers across the globe. Our strengths lie on the four pillars of strategic business, efficient operations, logistics and the people who drive our success as a group.

Business:
- Large and diversified retail formats with anchor stores in major malls
- Core businesses successfully developed in-house are now category leaders
- Investment in research and development enables constant innovation
- Well-funded and strong financial discipline

Logistics:
- Efficient supply chain management
- Competitive global sourcing capabilities
- State-of-the-art IT systems and solutions
- Largest importer of non-food items in the Middle East handling over 56,000 TEU's per annum

Operations:
- Cost efficient operations and optimum use of resources
- Attractive, extensive customer loyalty programs.

People:
- Decentralized decision-making teams with hands-on management capability
- Continuous investment in human resource development and training

Worked with a team for HRMS Upgrade from R12.0.5 to R12.1.3 and Payroll Implementation

Technologies

Oracle R12 HRMS, iRecruitment, Oracle Payroll.

Roles & Responsibilities in the Project

- Coordinating offshore activities for the project
- Providing the technical support to other team members
- Understanding the business needs and conceiving solutions as derived from On-Site counterparts.
- Identifying the areas for changes and new development.
- Estimating the effort for the identified components
- Code Walkthrough to identify change areas
- Design and Development of Fast-Formulas, Reports and other Interface Programs.
- Modification of Existing Report.
- Performance Enhancement of the existing Component.
- Perform unit testing.
- Preparation of MD70 Technical Specification Document.
- Preparation of MD120 Migration Document.
- Preparation of Installation Scripts

Project Profile 15

Project Title	Oracle HRMS R12.0.5 Implementation & Upgrade to R12.1.3 at **CPA Global Ltd**.
Duration	Jan 2011 – Dec 2012
Location	Cognizant Offshore, Kolkata, India
Industry	World's leading intellectual property (IP) management and IP. Increases presence in European patent renewals market
Role	Project Lead & Techno-Functional Lead: (i) End to end Implementation of Oracle HRMS & iRecruitment modules to R12.0.4. (ii) Post 6 months of implementation, managed entire upgrade of the implemented system to R12.1.3 For the only vertically integrated leading provider of legal process outsourcing (LPO) and the world's top intellectual property (IP) management specialist.

Project Description

- Rollouts, Upgrade and Post-Production Support for Oracle HRMS & iRecruitment Module.
- Worked on full Rollout of Oracle iRecruitment module at client-base, CPA Noida office, starting from Product Demo to, As-Is, To-Be, Gap Analysis, Risk Analysis & Aversions to working out complete custom solutions to aide customer needs and satisfaction, thus achieving a full & complete iRecruitment implementation till Go-Live.
- Worked on Enhancements on R12 – Post Upgrade
- End User Training and Handling Critical implementation issues.
- Documents Preparation and additional requirement mapping.
- Operations streamlining, with regard to best business practice.
- Identified the GAP's in the existing system and providing solutions and workarounds.
- Configuration of HRMS, Self-Service, iRecruitment for India Localization.
- Creation of MD 50 and Testing

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- Testing and giving signoff for the RICE components – Migration
- Maintaining and owning the RICE objects for Localization.
- Maintaining BR 100 for Configuration.
- Providing Post Go Live Support for users in India, Europe the United States and Asia-Pacific.

Client Description

CPA Global is the world's leading Intellectual Property (IP) Management and Technology Company. We serve over 10,000 customers and connect millions of global IP users every day.

Technologies

Oracle R12 HRMS, iRecruitment.

Roles & Responsibilities in the Project

- Delivery Management of the entire Implementation as well as the Upgrade of Oracle HRMS, iRecruitment, Oracle Performance Management and Oracle Leave Management.
- Coordinating offshore activities for the project.
- Involved in Understanding client requirements
- Troubleshooting and developing solutions/ workarounds to the reported incidents
- Design and Development of New Interface Program, Fast-Formulas. Workflow, AME, Reports and Forms.
- Modification of Existing Report & Interface Program
- Performance Enhancement of the existing Component.
- Preparation of test plans, test cases, test data and System Integrated testing of the deliverables.
- Preparation of MD70 Technical Specification Document.
- Preparation of MD120 Migration Document.
- Preparation of Installation Scripts

As subject matter expert reviewed functional design, configured the system and prepared documentations to support design validations for development, testing and performed functional testing for implementing Oracle HRMS and iRecruitment modules.

Project Profile 16

Project Title	Oracle 11i Offshore Development at **Phones4U Ltd**.
Duration	Apr 2009 – Dec 2010
Location	Kolkata
Industry	Retail
Role	Project Lead & Techno-Functional Lead: Offshore Support and Development of Oracle Apps 11i

Project Description
- End to end Offshore Support and Development of Oracle Apps 11i for the only vertically integrated leader in Retail in United Kingdom, engaged in a wide array of activities across U.K.
- Understanding End user issues and providing solutions.

- Worked on 11i implementation on all HR, Payroll and OTL modules.

Client Description

Phones 4u was a large independent mobile phone retailer in the United Kingdom. It was part of the 4u Group based in Newcastle-under-Lyme, Staffordshire. Opening in 1996, it expanded to over 600 stores. On 14 September 2014, EE and Vodafone, the company's final remaining suppliers, ended their contracts.

Technologies

Oracle 11i HRMS, iRecruitment, Oracle Payroll, OLM

Roles & Responsibilities in the Project

Offshore development and support of newer requirements from clients as well as estimation and provision of solution design to clients, based on Oracle Human Resources and Management Systems, Oracle Leave Management, Oracle Workflow and Oracle Payroll.

Project Profile 17

Project Title	Oracle R12 Implementation at **Hindustan Copper Ltd**.
Duration	Aug 2007 – Mar 2009
Location	Kolkata
Industry	Manufacturing
Role	Project Lead & Techno-Functional Lead: Implementation of Oracle Apps R12 HRMS.

Project Description

End to end Implementation of Oracle Apps R12 for the only vertically integrated copper producer in India, engaged in a wide array of activities ranging from mining, beneficiation to manufacturing and casting across its four manufacturing plants and four Regional Sales Offices including Head Office.

Client Description

Hindustan Copper Ltd. is a Government-owned corporation in the Central Public Sector Enterprise under the Ministry of Mines, Government of India.

Technologies

Oracle R12 – HRMS

Roles & Responsibilities in the Project

Techno-Functional Consultant (onsite team) for the Oracle R12 Implementation which includes Oracle Human Resources and Management Systems, Oracle Leave Management, Oracle Workflow and Oracle Payroll. Having directly interacted with clients, understanding their demands, their need of the hour and providing on-spot solution at CRP sessions and other meetings, been much appreciated from clients and still maintain a healthy rapport with them, aiding them out in hours of need.

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Project Profile 18

Project Title	Oracle 11i Support at **Tata Cummins Ltd & Grameen Phone, Bangladesh**
Duration	May 2007 – Jul 2007
Location	Kolkata
Industry	Design and Manufacturing
Role	Technical Lead: Support of Oracle Apps 11i Modules and newer customizations.

Project Description

End to end Support of Oracle Apps 11i for the various new component developments.

Client Description

Grameenphone, widely abbreviated as GP, is the leading telecommunications service provider in Bangladesh, with more than 74 million subscribers and 46.3% subscriber market share. It is a joint venture between Telenor and Grameen Telecom Corporation.

Technologies

Oracle 11i Modules

Roles & Responsibilities in the Project

- Technical Consultant (onsite team) for the Oracle 11i Implementation, which includes Oracle Human Resources and Management Systems.
- Identifying existing process gaps, prepare documentations on HRMS process issues.
- Exposure to **S**ix **S**igma & **S**ervice **L**evel **A**greements
- Provided rigorous improvements especially in Quality issues, identified the pain areas in End user responsibilities and documented improvements.

PASSPORT DETAILS

Name on Passport	Biswanath Saha
Relationship	Self
Passport Number	Z******90
Date of Issue	******2017
Expiry Date	10/**/2027
Place of Issue	Houston
Visa Status	**I-140 Approved- [EB2 Green Card Application]** Current H1-B Extension until **03/15/2027**
Previous Passport Number	H*****83
Date of Issue	******2008
Expiry Date	09/**/2018
Place of Issue	Kolkata

The "" has been placed for Security Reasons. Can be shared over email or direct communication.*

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