 **Shubham Kumar**

SAP Consultant | SAP HCM & Successfactor – EC, & RCM

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**Professional Summary**

Dynamic and results-driven SAP Consultant with 8+ years of experience in SAP Sucessfactor consulting. Skilled in delivering comprehensive solutions to optimize business processes and drive operational efficiencies. Proven expertise in SAP Sucessfactor - EC and HCM. Adept at translating complex business requirements into actionable SAP solutions with a strong focus on Employee Central. Excellent communicator with a commitment to maximizing ROI and enhancing system performance.

**Key Skills**

• SAP Expertise: SAP Sucessfactor – Employee Central, RCM & SAP HCM – Personnel Administration   
• Technical Skills: SAP HANA, SAP Fiori  
• Process Optimization: Requirements gathering, business process design, solution implementation  
• Human Resource Management: Hire to Retire Process, Talent Management, Personnel Administration, Organizational Management

**Key Responsibilities**

* Led 3 successful end-to-end SAP SuccessFactors Employee Central (EC) implementations for clients, including system design, configuration, testing, and go-live support.
* Managed the configuration and customization of SAP SuccessFactors modules, including Employee Central, Recruiting Management (RCM), and Onboarding, ensuring alignment with business needs and HR processes.
* Led data migration efforts, including mapping, validation, and transferring employee data from legacy systems to SuccessFactors, ensuring data integrity.
* Conducted in-depth workshops to gather business requirements and translate them into functional specifications for configuration and enhancements.
* Supported global RCM processes including job requisition creation, candidate tracking, job posting integrations, and offer management.
* Delivered end-user training, documentation, and post-go-live support to ensure successful system adoption and minimize disruptions.
* Acted as a key contact for troubleshooting and resolving issues during the implementation phase, ensuring timely issue resolution.
* Provided ongoing support for 2 large-scale SAP SuccessFactors projects, addressing user queries, configuration adjustments, and system updates.

Key Achievements:

* Successfully completed 3 full-cycle SAP SuccessFactors implementations, from requirement gathering to system go-live.
* Streamlined Recruiting Management workflows, improving the efficiency of recruitment processes and candidate experience for clients.
* Delivered on-time and within-budget project implementations with a high level of customer satisfaction.

**Professional Experience**

Working as SF Consultant with CoreOps.AI from June’24 to till date

Worked as SF Consultant with IDC Technologies from Jan’18 to April’24

Worked as HR Analyst with eTeam Inc. from May’16 to April’17

**Education**

PGDM – HR & Administration   
Tata Institute of Social Science – Mumbai, India

**Certifications**

• SAP Certified Application Associate – SAP Sucessfactor – Employee Central   
 [SAP Certified Associate - Implementation Consult... - Credly](https://www.credly.com/badges/00943025-1b87-47f5-8fbd-7d1c7f0b12bc/linked_in_profile)