RAJAN SUBRAMANIAN
(US CITIZEN)

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SAP HANA PROGRAM MANAGER|| SR.PROJECTS MANAGER
SAP HANA || S/4 HANA || SAP FI-CO, SCM, HR, MDM || ERP || BI, BW

IT/SAP - HANA - ECC - BW - Agile - Scrum - Strategy – Program Management – Engagement –Delivery - Operation

PROFILE

An accomplished business and technology Strategic **Senior SAP HANA Program Manager** with 20 plus year spans Fortune 500 and mid-size organization with significant domestic and international experience in **SAP HANA (1.0 SP12, 2.0) , S/4 HANA**, BI, BW (**7.3,7.5**), **ECC 6.0,** SAP **FI-CO**, SCM, SD, MDM, HR, PM, MM Integrating technology platforms, integrating multiple legacy systems (Oracle 10.2 to 11.0g, PeopleSoft, IBM DB2 etc..) HANA Roadmap, IT/SAP, non-SAP, HANA Program full implementations, blueprinting, with strategic, tactical approach and cost savings (on average 15% to 20%) of the estimated budget.

- Leadership – Adept at leading/managing cross-functional programs (SAP,non-SAP,IT)
- Capable and proven capacity of leading high performance teams (PMs, Architects, Team Leads, Developers, Testers, Security) under tough deadline to meet expectations of multiple internal and external customers
- Strong communication skills (verbal and written)
- Problem solver – Creativity and forethought in solving complex SAP, SAP HANA related project issues
- Organization ability and multi-tasking skills
- Service Orientation – "People person", "hands-on" as needed and team leader
- **Project Management**: Microsoft Project, ASAP, waterfall, Agile, SCRUM, Primavara, Crystal Reports..

Successful at developing and executing an information technology strategy that supports the goals of many > $10B dollar clients organizations and contributes to the bottom line. Handled complex IT/SAP Delivery, Consulting Stream (> $100M), SAP HANA Engagement (> $25M) which includes Program management, Software Product Development, Client relationship, Vendors, Partners Development, Change Management, HANA Roadmap, Application Development (AD), Application maintenance (AM) and Support Management, IP, Training (HEC KT, HANA Transition plan).

My program management and Project Management experience includes SAP ERP Transformation ($250M), **SAP** green field Implementation, **SAP HANA** (HEC, on-Premises), **s/4 HANA, SAP Re-Platform to SAP HANA**, **HANA (DMO-SUM) migrations projects,** several **SAP HANA, BW, ECC upgrades & migration projects,** Business Intelligence (BI), Big Data Analytics (**HANA**, Hadoop, IBM Netezza), Reporting Tools (BOBI 4.0, 4.1, Cognos, MSBI), IT/SAP management consulting, Software product Development, Engineering programs, Enterprise Mobility, SAP GRC, SAP HANA, HEC (HANA Enterprise Cloud), HANA "Side-Car" POC/PILOT/PROD, SAP ERP, BW 7.31, 7.4, ECC, MM, FI-CO, HR, PM, **SCM (**Order to Cash**,** order fulfillment, MTO etc) SD, CRM, **BPC 10.1**, Business Suite on HANA, SAP S/4 HANA, BW powered by HANA, OLAP, OLTP, Oracle, data base technologies, ETL, and SAP/non SAP (Informatica, Hyperion, Microstrategy) solution architecture and data modeling capabilities and aligning IT with corporate vision. Put together, led, mentor onsite and off shore talent teams, and managing budget. Trusted Technical and Management Advisor reporting to CxOs, VP and Director. Managed and delivery execution of SAP GRC, SAP Security, SAP Basis, SAP HANA project with Global IT Consulting implementation partners, vendors and system integrators.

An innovative, established leader, strategic thinker, well-disciplined organization and planning skills, adaptability and results-oriented executive, self-motivated with great positive attitude, conflict resolution, vendor negotiation, great on talent identification, evaluation and recruitment, with excellent communication, presentation skills and strong work ethic. Specialized in IT/Software entrepreneurial start-up and high technology environments, rapid growth and turnaround opportunities in manufacturing, energy (oil & gas, utilities), wireless, retail, banking, automotive, electronics, and healthcare/pharmaceutical industries. GRC/SAP Governance, Program/Project Management, Planning, Capacity and Cost Projections, IT specializing in entrepreneurial environments, rapid growth and turnaround opportunities. Involved in multiple **SAP/non SAP solution architecture**, delivery, program management and leadership roles. Following are the selected expertise & accomplishments:

- Facilitate, Manage and Overseeing the execution, control of several end to end program/project implementation in **SAP HANA,** HEC, **HANA "Side-Car" POC/Use case,** SAP Basis, ECC, BW, migrations, upgrades, BI, BPC**, FI-CO,** HR, PM, SCM, SD, Big Data Analytics (Hadoop), Cloud, Mobility, MongoDB, MuleSoft, RESTful Web

Services, JSON, Java, SQL, SAP HANA Oracle, IBM, and integrated solutions as BW on HANA, and Business Suite on HANA with on time delivery with appropriate Functional and Technical knowledge and experience.

- Establish and implement program and project methodologies, project artifacts and processes, facilitate resolution of cross-team business issues amongst business groups and work as team player relating to SAP and HANA, BI and Data migrations. Research business and technology trends. Influence business and technology direction.
- Direct, hire and manage a team size of 100 + people (off shore, onsite, matrix) in SAP Consulting Stream ($100M+ potential value), SAP and HANA Engagement ($25M+ potential), Program. Managed and handled P&L $50 M + and project operation budgets and people.
- As a SAP HANA Solution Architect Lead, worked in multiple projects in the area of **HANA**, **SLT**, ECC, SAP BI 4.0/BW 7.0, 7.3, SAP BW on HANA**, BI Extractors LO Cockpit**, CO-PA**, FI-CO, PM, RDS, JVA, SPM, Experience in HANA Data Modeling, Attribute view, Analytical view and Calculation View, assessment and diagnose issues with their current BI-BO architecture & cubes and related performance issues, performance tuning, data provisioning, SQL Script, E-R Data Modeling, architecting, reporting & analytic solutions in a Data Warehouse, including BI/BW requirement gathering, requirement analysis, documenting functional specifications, designing process solutions, technical design and development, cutover and go-live support and post-production support. Experience with SAP HANA, trained and completed HANA Pilot/PoC/Prototype and production experience.
- Managed, Directed and Architected Solutions team in HANA Reporting/BOBI 4.0, Webi Crystal Reports, Dashboards (FI Reports: Costing Analysis, Financial Forecasting, Treasury, Financial Planning, Budgets, Cash Flow Analysis), and PM Reports: (Cost Analysis, Breakdown Analysis, Equipment Performance, MTTR/MTBR etc).
- Led successful large SAP global teams through complex program and project tasks. Project Management focus areas include project planning, financial management, staffing, budget estimation, RFP, Resource Management (Hiring etc.) and scope management.
- Strong Business Analytics background, ability to consult with Executives effectively. Talent acquisition, Led and develop project team members. Integrate with multiple projects to support a program approach. Work with business partners to understand business process needs and analyze requirements and delivered on time /critical dead lines.
- Worked with partners and vendors (SAP, IBM, Deloitte, Accenture), Senior Executives in Sales, CoE, demos, and representation of SAP HANA Solutions at customer meetings, tradeshows, and conferences.
- Posses functional experience in building data models across functional areas (**Finance, Controlling**, **Human Resources**, Plant Maintenance, Supply chain, Treasury, sales, Inventory etc.)
- Knowledge in Mobility Technology platform using SAP Fiori, SAP Mobile Platform (SMP) including AFARIA and SAP HANA solutions and worked with SAP team for the mobile solutions for the FICO, PM Reporting on iPAD.

EDUCATION

- Ph.D, Mechanical Engineering (Modeling, CS), Colorado State University, Fort Collins, Colorado, USA.
- MS, Mechanical Engineering, (CS,PM,EE), Colorado State University, Fort Collins, Colorado, USA.
- B.E, ME, (Computer Science/Finance/Accounting/PM/IE), TCE, Madurai University, Madurai, India.
- Completed SAP HANATraining SAP HANA 1.0, SAP HANA HA 100, HA 300, following Certification from SAP: HANA - introduction to software development on SAP HANA, Mobility software development ; SAP BI platform innovation and implementation; sap business suite powered by HANA, s/4 HANA.

PROFESSIONAL EXPERIENCE

Sustain Tech, SAP HANA Sr.Program/Project Manager – 09/2015 – Present
Sr.Program Director || Project Manager Sr - SAP HANA (SoH (ERPoH,BWoH) - DMO-SUM Migration) , PI/PO, SolMan, Redwood - Current assignment with an Utility/Energy Client for SAP Re-Platform from Oracle to SAP HANA with multiple migrations and Upgrades (ECC, BW, DMO-SUM, HANA, SolMan, PO, IS-Oil, etc.). Involved and assisting this client in the following areas of Program /Project Management Leadership as well HANA Technical aspects of PM tasks and activities.

- Managed, provided mentorship and direction to over 30+ people (Architect, Developers, Testers (Functional, QTP, AT).
- Conduct meetings :SCRUM, EOD Team Huddle, Issues Resolution, C-Level, Stakeholders, BCT.
- Integrating multiple legacy systems (Oracle, PeopleSoft, 3rd party DB etc..) into SAP
- Assist infrastructure team in HANA Hardware Sizing
- Generated Blue Print for this End to End Program

- Arranged and provided HANA Training
- Followed DMO-SUM (ECC 6.0, BI/BW (7.3 to 7.5) Migrations and upgrade
- Created SAP HANA Roadmap (SAP HANA, S/4 HANA)
- Assisted HANA Security related project artifacts and technical workshop and training
- Created and implemented detail Project Plan, WBS Tasks and activities.
- Identified and track the success of 50+ SAP HANA, PO, SolMan, Redwood deliverables for this program
- Assisted in creating Enterprise BI Reporting Strategy
- Provided project related SAP Experience in the areas of FICO, OGSD, HR, PI/PO

   Other Projects at SST:
- Worked with a SAP partner company in MD, created and submitted FDA EBP BI/Business Objects reporting program RFP proposing SAP HANA/SAP BI proposal ($30M Phase 1 and Phase 2)
- Worked with SAP Partner edge and SAP RFP team on OSU Finance Data warehouse Transformation from their Legacy system to SAP HANA. This is a Cloud solution with SAP HANA and future S/4 HANA. ($ 4M potential for Phase 1)
- Completed the several POC of migration of AA, GL, Ledgers, Company Code Finance Data from Simple Finace to S/4 HANA and Simple Finance 1503 and S4 1605.
- RFP on ERP end to end solution using SAP HANA and Cloudera for MD state project ($ 4.5M potential)

Corning, Wipro Analytics, SAP BI/ERP Transformation, NY. 3/2015 – 8/2015
Sr.Program/Projects Manager– Provided IT leadership for an End to End SAP ERP Transformation program ($ 250M) which involves SAP Basis, SAP Security, SAP GRC, BI Analytics, SAP S/4 HANA Technology Assessment, BW on HANA and BI Reporting, MDM, Cognos, MSBI, People soft, Road maps, Blue Printing & Realization, Roll-out, On-premises, Work-shop plans, Cloud solutions, Infrastructure, POV, Accelerators, Frame work, Wipro Flex Cloud, and value realization models.

- Developed ERP, BI and Analytics strategies based on Client's vision, strategic priorities and business enablement needs.
- Collaborate with other IT groups and business to identify and prioritize business capability improvements.
- Apply a value framework to understand and develop domestic and international BU's business cases.
- Analyze efficiently deliver business value and asset optimization technology planning services such as business and technical assessments and roadmaps to introduce new SAP HANA, S/4 HANA technologies, platforms and applications.
- Present persuasive recommendations that are well-supported by clear, concise and logical approaches based on relevant information and circumstances. Take into account new information as it becomes available.

National Grid/Wipro Technologies**, Waltham, MA. 3/2014 – 3/2015
SAP HANA Sr.Program/ Projects Manager - Report to CIO. Responsible for **SAP HANA HEC End to End** Full Implementation program/project which includes SAP Security, **BI/BW/ECC,** SAP HANA SideCar/HANA DATA MART/BOBI4.0/Business Intelligence Analytic/Architecture, SAP HANA HEC CLOUD Strategy, Roadmaps, blur-print, SAP HANA POC/Pilot/Prod. BW, ECC on HANA Assessment, Evaluation and comparison of Reporting tools. Interface and contribute with SAP FI, SCM,HR, BPC, MM, 3rd party tools, BI vendors,partners, business leaders/ stake holders, partners, customers and technical support groups and represent in various internal and external forums to achieve customer goals. Participate and provide technical guidance and mentor ship to a team size of 100+ (offshore/onsite) in architect and designing SAP HANA, Security, BOBI Analytics implementations. SAP Architect with overall technical responsible for design, development, and implementation of the end to end SAP from legacy systems.

- Single point of contact for HANA HEC, projects in ECC,BI,BW 7.31**, SCM, FI, HR,MDM, HANA models reports.
- Managed and directed a team of 70 people (developers, architect, PM, testers) both on site and off shore in India. Led SAP Security and SAP Basis team for security clean up activities as part of the migrations.
- Developed project schedule along with project plans and worked with team leads to create robust work break down structures (WBS) to track the plan and manage the delivery of schedules.
- Managed test plans, test strategies, test scripts etc included in project plan.
- Provided SAP HANA program/project management along with SAP Excellent leadership to multiple concurrent SAP implementations (Upgrades, Migrations, Enhancements etc.)
- Work closely with project Business Analyst, Data Architects, Data Scientists, BW Developers, ABAPers, Technical Team, basis to ensure end to end implementations secured and tracked to meet the plan.

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- Successfully completed the HANA transition projects on time from SAP to AM and AD team which includes, Knowledge Transfer plan, training, testing, cost model, HANA security, HANA USFP Reporting Documents.
- Proposed HANA Engagement Plan (potential value is $ 25 M+) with design, develop, deploy POC/Use cases for high performance SCM reports (OTC, Intercompany reconciling etc) which includes hardware sizing, cloud, mobility solutions, involved in upgrade and migration strategies for BW, BI, BPC, BW 7.4 powered by HANA.
- Delivered an architected HANA solution for HR Payroll, FI, CO, SCM POC/Use cases for data loading, data model simplification and reporting performance. Upgraded BW 7.3 -7.4, and BPC 7.0-BPC 10.1 with SAP HANA.

Marathon Oil Corporation/Wipro Technologies, Houston,TX. 10/2013 – 3/2014
Sr. Project Manager – Responsible for **SAP HANA**, **SAP BI/BW 7.3 ON HANA**, **ECC 6.0,** FI-C0, JVA, BPC, SCM, PM, MM, HR, operation and production support activities, and multiple development projects

- Delivered the Transformation of current BW, ECC IT Landscape program/projects with SAP HANA, ECC, BW and BI solutions for performance, efficiency, simpler data model, fast speed and flexibility.
- Successfully completed projects Involved in SAP HANA, BI/BW 7.3 architecture decision, **SAP HANA "Side-car"** Accelerators, Data Mart, SAP BW on HANA, SCM, PM, HR, FI, CO, review and approve FS,TS HANA Modeling.
- Managed a team of 20 people in off-shore and 10 people onsite team in multiple projects in HANA Data Modeling, current BW-BOBI architecture and related performance tuning, data provisioning, SQL Script, reporting and analytic solutions.
- Deployed HANA Mobility project with SAP for the FI Reports: Costing Analysis, Forecasting, Treasury, Planning, Budgets and PM Reports: MTTR/MTBR, Breakdown Analysis, Equipment Performance.

Sysco Corporation, Houston, TX. 06/2013 – 10/2013
Sr.Project Manager / Sr. Principal Consultant
As an **SAP HANA Project Manager,** delivered projects around SAP HANA, BI/BW, SLT products including design, configuration, testing, and support. Replicated all the necessary transactional data and CO-PA, XML data from ECC. to HANA via SLT. Architected SAP HANA related Business Objects (BOBJ) reporting solutions for the implementation and support of operational /analytical reporting (Dashboards, Analysis for Office, Web Intelligence, Crystal).
- Worked with BI team supports reporting/analytics needs for multiple business units and about 3000 active users. Solutions provided by BI team span numerous technologies (Business Objects, Cognos, Tableau, SAP BW, Netezza).
- Modeled several multi providers, info providers, info cubes and DSOs on SAP HANA 1.0, SP6 from ECC, BW 7.3. Direct and coordinate with offshore team for report development, IDT, UDT and report deliveries.
- Developed documentation to support the client knowledge transfer in SAP ECC, SAP HANA, COPA, SLT, BW.
- Architected SAP HANA solutions from ECC using SLT, BW with BODS in FI, CO-PA areas and related BOBI 4.0 Report development using IDT, UDT, Universe for Webi, and Crystal Report delivery.
- Led, directed, coordinated offshore team for HANA, Information models, multi providers, info cubes and DSOs.
- Designed and Implemented ASAP project phases: Blue print, Design, Build, Test, Deploy, Go-Live HANA KTs, Training and Production Support.

VKNetworks IT Solutions, Plano, TX.   2010 - 2012
Senior Program Manager - SAP BW 7.0, 7.3, ECC
Proposed SAP HANA solution to a **high volume manufacturing** corporation and demonstrated POC using SAP HANA Studio, and SAP HANA Database interms of real time cash flow analysis. Engagements, projects/programs from IT, SAP HANA Solution Architect, Development & Data Modeling, Networks, SAP, software, and development to production conforming out of compliance programs through risk identification and mitigation Various Customer Space: Manufacturing, Finance, Energy, Healthcare, and Aerospace.
- Experience in SAP HANA Data Provisioning using Flat files, BODS 4.0, and SAP LT Replication server (SLT)
- Completed a case study of SAP Netweaver 7.3 BW on HANA project. Deployed BW on HANA includes hardware sizing, data center prep, hardware, system landscape, import, export BW data, HANA Data modeling projects.
- Experience in Retail space identifying, working with customers in presenting technologies, architecture, frameworks and standards to meet with their requirements (MongoDB, MuleSoft, RESTful Web Services, JSON, Java, SQL, SAP HANA)

Cisco, Texert, Inc**,** Addison, TX.   2008 – 2010
Sr.Program Manager – IT Product Management – Governance, Risk and Compliance (GRC)

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Reported to the President & CEO. Provided support, and successful completion of corporate wide management for all diversified data and reports related projects and all handled all the aspects PM functions in Information Technology, Business Intelligence, GRC architecture, Predictive Analytics, Oracle, Data Modeling, Data Optimization, software design, product development projects.

- Led software development project lifecycle and enterprise risk management applications includes interact with matrix management in product application, architecture, data analysis, design, and testing
- Managed client's expectation, implementation strategy including driving negotiations, contract structure, budget, on time delivery, WBS and time management.
- Successfully completed IT projects and Demonstrated QMS Risk Software to address ISO 9001 and ISO 14001 Audit controls Business Process Mapping (BPM), Business Intelligence (BI) & Data Warehousing in Oracle DB.
- Worked with & managed **BIG 4** clients and other service customers (KPMG, Cap Gemini, Deloitte, Accenture, IBM), implementation strategy including driving negotiations, contract structure, and time management.

Maxim Integrated Products, Dallas, TX.   2006 – 2008
Business Manager/SAP Project Manager

Report to General Manager. Responsible for the sales, business development, marketing, engineering, design and development and IT/SAP program, projects in the areas of **SAP ECC, FICO,** SD, BW**,** MM Interfaces to legacy systems and the inbound/outbound EDI/IDOC origin and processing and support of customizations for functions. Traveled (50%)to Taiwan, Japan, India, China, Europe.

Filtronics, Santa Clara, CA   2001– 2005
Director/Sr. IT Program Manager
Report to CEO & GM. Developed and implemented multiple projects, provided company-wide direction, leadership for IT, Software product strategy, business alignment, companywide staffing, and budget. Directed and managed a team size of 50 + people includes project/program managers, IT engineers, global sales and marketing, inside sales, P&L, forecast, attending and presenting in conferences, tradeshows, product demo at customer sites, training sales force and marketing forces, application engineering, multi projects, technical support, software consultants ((SAP- SD/FICO/Oracle/CRM). Budget Size is $20M budget.

Andrew Corporation, Richardson, TX.   2000-2001
Business Unit Manager / Sr. Program Manager
Reported to Group President. Responsible for Global rollout of SAP R/3 Implementation starting from USA, India, China and then onto the APAC and European regions. Managed the implementation of high profile SAP/IT/software and hardware project, includes managing consultants from a system Integrator, several in-house resources. Negotiated supplier/customer contracts, developed and managed budgets**,** technology both hardware and software, pricing, quote (RFI/RFQ) request, OEM, distributor, design, testing, and project controls. Supervised, managed, mentor, set goals and objectives and directed a group of project manager, Consultants, engineers and programmers. Developed and deployed the standard project implementation methodology to implement SAP **(**Basis, Security, MM, **FI-CO**, SD**, BW).** Identified Business requirements for SAP implementation & assisted in creation of SAP Optimization and Business Blue Prints for Business Units in USA and other manufacturing plants.

Nokia, Dallas, TX.   1998 - 2000
Project Manager – SAP R/3 Project
Managed, assisted and interfaced with **SAP R/3 (MM/PM/QM, Basis, Security) end to end SAP implementation project** team in high volume manufacturing, audit plans and schedules, project cost estimates, and task coordination.
- Managed delivery of SAP projects against aggressive budget(s) and timeline(s).
- Participated creation of SAP project proposals (RFPs), participate in SAP demo and negotiations
- Provide project management as well as delivery leadership to multiple concurrent SAP implementations
- Gained SAP experience and supporting the SAP analysis, design, construction and implementation phases of the SAP project to implement **SAP R/3 (**PM/QM/MM) in the areas of Equipment Maintenance orders, MTTR/MTBR, Master Production Scheduling, Bill of Material (BOM), Work Centers, Inventory Management and Production Order

RFM, Inc, Addison, TX.   1993 – 1997
Senior Program Manager – Handled Multiple Technology Projects with associated PM management skills.