

# AYOUB EL ANDALOUSSI

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## SAP INTEGRATION CONSULTANT | HRIS SPECIALIST | SOFTWARE ENGINEER

Software Engineer with experience as a SAP SuccessFactors Consultant and SAP CPI Developer. Skilled in HRIS system integration, API development, and cloud-based enterprise solutions. Passionate about optimizing HR processes and ensuring efficient data flow across systems.

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- SAP SuccessFactors • SAP Cloud Platform Integration (SAP CPI) • HR Systems Integration & Automation • API Development & Web Services • Data Migration & ETL Processes • Cloud-Based Enterprise Solutions • Software Development Life Cycle (SDLC)

**Languages:** Java, XML, XSLT, SQL, Groovy

**Web:** HTML, CSS, JavaScript, SAP Fiori, UI5

**Web Services:** SOAP, REST, OData

**Web/App Servers:** SAP BTP, SAP CPI Runtime, Apache Tomcat

**Frameworks:** Spring Boot, SAP Cloud SDK

**Databases:** SAP HANA, SQL Server, MySQL, PostgreSQL

**Design Patterns:** Singleton, Factory, MVC

**SDLC:** Agile (Scrum), Waterfall

**Tools:** Azure DevOps, Postman, Git/GitHub, Eclipse, IntelliJ IDEA

**Platforms:** Windows, Linux, SAP BTP

**Application/Software:** SAP SuccessFactors (Employee Central, Recruiting, PMGM, Onboarding, Talent), Oracle HCM, Workday, SAP HCM

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## PROFESSIONAL EXPERIENCE

**CAREER NOTE:** Completed on-campus studies and currently taking distance education courses to complete a **Master's Degree in Computer Science** (Available for full-time, W-2 employment).

### COLAS DIGITAL SOLUTIONS, Casablanca, Morocco • 03/2022 – 02/2025

Colas Digital Solutions is a division of Colas Group, focused on leveraging digital technologies to drive innovation and improve operational efficiency across various sectors, particularly in construction and infrastructure. The company specializes in providing digital solutions that support the development and management of projects, offering services such as data analytics, IoT, and software integration. With an emphasis on sustainability and smart technologies, Colas Digital Solutions helps clients optimize their processes, reduce costs, and enhance productivity in the digital age..

#### SAP SuccessFactors Consultant & SAP CPI Developer

Integrating and optimizing SAP SuccessFactors solutions with other systems using SAP CPI

- Configured and deployed SAP SuccessFactors modules to optimize HR processes and improve user experience
- Led the integration of SAP SuccessFactors with other HR tools using SAP CPI, ensuring seamless data flow and eliminating manual processes
- Collaborated with business analysts and stakeholders to translate requirements into technical solutions, resulting in improved data accuracy and processing speed
- Implemented automation workflows, reducing manual intervention by 30% and improving response time for HR tasks
- Worked on SAP CPI flows for different integrations such as ARU and Colflux
- Successfully reduced system errors and improved performance by optimizing integration flows, cutting down troubleshooting time by 25%
- Provided post-deployment support and system upgrades, ensuring system stability and user satisfaction
- Conducted training sessions for end-users, ensuring a smooth transition and adoption of new processes

**Technologies Used:** SAP SuccessFactors, SAP Cloud Platform Integration, Java, XML, API Integration, Web Services (SOAP, REST), SQL, SAP HANA

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## INTERNSHIP EXPERIENCE

### **Nadoweb, Nador, Morocco • 07/2020 – 08/2020**

Nadoweb is a Moroccan IT company founded in 2010, specializing in digital solutions for both public and private sectors. They offer services in web development, mobile applications, e-commerce, SEO, and custom software. With expertise in digital transformation, Nadoweb focuses on delivering secure and efficient solutions to improve operational value for clients. They have worked with companies like Banque Populaire and Air Arabia..

#### **Developer Intern**

Building a desktop car rental application, focusing on booking, vehicle tracking, and payment processing features.

- Implemented key features like booking, vehicle tracking, and payment processing
- Collaborated with team members to troubleshoot and optimize the application
- Ensured smooth user experience and efficient application performance.

**Technologies Used:** C++, OpenCV, MySQL, Sockets, Git, Windows API, Google test

### **IDEMIA, Casablanca, Morocco • 07/2021 – 09/2021**

IDEMIA is a global leader in identity and security solutions, specializing in biometrics, authentication, and digital identity technologies. They provide innovative solutions for various industries, including banking, telecom, public safety, and transportation, focusing on enhancing security and user experience through advanced identification systems..

#### **Software Engineer Intern**

I designed and developed a mobile application for cash withdrawal via ATM, integrating bank APIs to ensure secure and seamless transactions.

- Integrated bank APIs to ensure secure and efficient transaction processing
- Collaborated with cross-functional teams to ensure seamless integration and functionality
- Tested and optimized the application for improved user experience and performance

**Technologies Used:** Apache Cordova, JavaScript, HTML, CSS, Bank APIs for ATM integration, Android Studio, Postman, SQLite, Git

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## ACADEMIC PROJECTS

### **National School of Applied Sciences (2021)**

**Development and design of a web application for absence management:** Designed and developed a web application for absence management, ensuring secure authentication, efficient data handling, and user-friendly interface using Spring MVC, MySQL, Spring Security, and Hibernate.. Utilized Spring MVC, MySQL, Spring security, Hibernate

### **National School of Applied Sciences (2020)**

**Development and design of a web application for medical clinic management:** Designed and developed a web application for medical clinic management, enabling patient records, appointment scheduling, and secure authentication. Utilized PHP, Laravel, MySQL

### **National School of Applied Sciences (2019)**

**Development and design of a web application for e-commerce:** Designed and developed an e-commerce web application with features like product catalog, shopping cart, user authentication. Utilized PHP for backend logic, HTML and CSS for frontend structure and styling, Bootstrap for responsive design, and MySQL for efficient database management of product details, user accounts, and orders.. Utilized PHP, HTML, CSS, Bootstrap, MySQL

### **National School of Applied Sciences (2022)**

**Development of a student attendance tracking module for exams on OpenERP:** Designed and developed a student attendance tracking module for exams on OpenERP, utilizing XML for the user interface and Python for backend logic, enabling efficient tracking of student attendance and exam data management.. Utilized XML, Python

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## PERSONAL PROJECTS

**Development of a Desktop Car Rental Management Application 2021:** Designed and developed a desktop application for car rental management, enabling users to manage vehicle listings, make reservations, and track customer information. The application was built using Java SE for backend logic and Java Swing for creating an intuitive and responsive user interface.. Utilized Java Swing, Java SE, SQLite

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## **EDUCATION**

### **High school diploma in B**

*(In progress via distance education; expected completion 06/2017)*

Maharishi International University, Fairfield, Iowa

Key Courses:

### **University Degree in Scientific and Technical Studies in B**

Faculty of Science and Technology, Al-Hoceima, Morocco (06/2019)

Key Courses:

### **State Engineer in Computer Engineering, Software Engineering Option in B**

National School of Applied Sciences, Al-Hoceima, Morocco (06/2022)

Key Courses:

### **B in C**

Al Qods College, Imzouren, Al-Hoceima, Morocco (06/2014)