

RENATI VENKATA SANDEEP

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CAREER OBJECTIVE

Results-driven SAP SuccessFactors Consultant with hands-on experience in configuration, analysis, and support across Talent Management modules including Learning, Performance and Goal Management, Succession Planning, and Career Development. Seeking to contribute to projects that enhance business processes through effective requirements management and solution design.

EXPERIENCE

Packaged Application Development Associate

Mar 2024 - Present

Accenture

- Configured, tested, and deployed functionalities across SAP SuccessFactors LMS, Succession Planning, and Career Development modules in alignment with business needs.
- Supported requirements gathering, business analysis, and documentation of As-Is and To-Be processes for various Talent Management components.
- Designed and maintained job requisition, candidate profile, and application templates ensuring compliance, usability, and data accuracy.
- Assisted in configuring succession planning workflows, talent pools, and nomination forms to support organizational leadership pipelines.
- Participated in unit testing, deployment activities, and post-go-live support ensuring stable and optimized system performance.
- Collaborated with business and IT stakeholders to clarify requirements, develop mockups, and validate functional specifications.
- Worked closely with cross-functional teams to troubleshoot system and integration issues, perform root cause analysis, and execute approved changes.
- Contributed to internal workshops, demos, and peer reviews, enhancing system knowledge and implementation best practices.

PROJECTS

SAP SuccessFactors LMS Implementation and Documentation

Aug 2024 - Feb 2025

Accenture

- Participated in the complete lifecycle of Learning Management System (LMS) implementation from requirement gathering to configuration, testing, and deployment.
- Configured learning items, curricula, assignment profiles, and user roles, aligning training with compliance goals.
- Created functional design documents, flow diagrams, and mockups to communicate system design to stakeholders.
- Developed end-user training materials using SAP Enable Now for smoother adoption and onboarding.
- Supported UAT, deployment, and change management ensuring process alignment with organizational strategy.

- Providing configuration support for Succession and Career Development Planning (SPCDP), Performance and Goal Management modules ensuring alignment with talent and leadership strategies.
- Managing configuration updates, permission audits, and template enhancements within SPCDP, PMGM and Talent.
- Performing integration checks and troubleshooting, ensuring accurate data flow between SuccessFactors and other systems.
- Developing functional specifications and documentation for system changes and enhancements.
- Supporting system upgrades, regression testing, and release impact analysis for continuous improvement.

- Collaborated within the organization on an AI-based internal tool for SAP SuccessFactors, focusing on automation and optimization within LMS and SPCDP modules.
- Developed and refined use cases involving Agentic AI to enhance process efficiency, user interactions, and configuration insights.
- Utilized Python scripts and low-code/no-code platforms to prototype and automate repetitive functional tasks, improving data validation and system accuracy.
- Worked closely with cross-functional teams to test and validate AI-driven recommendations, ensuring alignment with module-specific business objectives.

SKILLS

Programming and Markup Languages	Python, C, XML, JavaScript
Functional Expertise	SAP SuccessFactors Learning Management System, Succession Planning, Career Development Planning, SAP Process Data Analyst, SAP Successfactors PMGM, Recruiting
Database	MySQL, SQL
Tools and Technologies	Artificial Intelligence, SAP Enable Now, Machine Learning, Deep Learning
Soft Skills	Business Analysis, Agile Methodology Support, Communication, Team work, Problem solving, Analytical skills

EDUCATION

Bachelor of Technology in Electronics and Communication Engineering	2019 - 2023
Sri Venkateswara University College of Engineering. CGPA :- 8.13	
Higher Secondary School (Class 11th and 12th)	2017 - 2019
Sri Chaitanya Academy junior college. GPA :- 9.94	
Secondary School (Class 10th)	2016 - 2017
Gowtham School. GPA :- 9.8	

CERTIFICATIONS

SAP SuccessFactors Succession Management Certification

April 2025 - May 2026

SAP

Certified in configuring and supporting SAP SF Succession and Talent Management modules.

Process Data Analyst - SAP Signavio Certification

Aug 2025 - Aug 2026

SAP

Validated expertise in analyzing and optimizing business processes using SAP Signavio tools.

EXTRA CURRICULAR ACTIVITIES

- Actively participated in client workshops, improving communication and stakeholder collaboration.
- Engaged in team gatherings and internal knowledge-sharing sessions, promoting teamwork and cross-functional bonding within organization.