SANGEETH KADEM

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PROFESSIONAL SUMMARY

Results-driven Business Analyst and SAP FICO Consultant with over 10 years of experience leading complex projects in the **Software Development Life Cycle** (SDLC). Expertise includes defining **AS-IS/TO-BE** processes and translating them into **Business Requirement Documents** (BRD) and **Functional Requirement Documents (FRDs)**.

Proficient in Agile/Scrum and Waterfall methodologies to configure and support core finance processes including Record-to-Report, Procure-to-Pay, and Order-to-Cash within SAP S/4HANA Finance. Highly skilled in Gap Analysis, leading JAD sessions, and ensuring solutions meet compliance standards and support data-driven decision-making

CORE COMPETENCIES

Critical Thinking| Vendor Management | Flexible| **Problem-solving**| Adaptable| Career-focused| **Time-Management**| Business Process Design & Blueprinting| Multitasking | Attention to detail | Managing conflicts | Strong written & Verbal communication| **Process improvements** | **Meeting deadlines**| Dashboards |DAX| Data modelling

TECHNICAL SKILLS

SQL | Python (Pandas, NumPy) | Excel (Pivot Tables, Power Query) | Power BI | Tableau | Data Cleaning & Visualization | Stakeholder Management | UAT | Agile/Scrum | Process Improvement | KPI Design |MS-Visio | Ms-Project

Project management Skills: Planning and organizing | Managing tasks| Budgeting | Cost controlling | Agile Methods | Project Charter | RACI Charts | SMART methods | Project scope management | Scope creep | Stakeholder analysis| Strategic thinking|

EDUCATION

Business analytics in **Major**	**GPA 3.8**
University of North Texas, Denton, TX	Graduation Date: Dec 2025
Business Finance Management in **Major**	**GPA:3.6**
Kakatiya University – India	Aug 2013- May 2015
Bachelor's in commerce in **Major**	**GPA 3.8**
Kakatiya University – India	June 2010- May 2013

ADDITIONAL EDUCATION | CERTIFICATIONS | TRAINING

Introduction /intermediate -Python (Data Camp)	Fall 2024
Microsoft Power BI analyst – **Google**	Progress
Foundations Project Management – **Google**	Fall 2025
Python Developer – Zero to master	Summer 2025
SQL developer – Zero to master	Summer 2025
SAP S/4 HANA Finance accounting- Udemy	Spring 2023

INDUSTRY EXPERIENCE

Data analyst- Machine learning -**UNT**	Aug 2025 - Nov 2025
Data/Business analyst	*Denton*, TX

- Designed and implemented **supervised learning models** (classification and regression) using Python (Pandas, NumPy, scikit-learn) to solve complex **business problems**, improving **data-driven decision making** and operational efficiency.
- Performed comprehensive **exploration data analysis (EDA)** on large, messy datasets; applied **feature engineering, outlier treatment, and data preprocessing** to enhance model performance and interpretability
- Built and evaluated **classification models** using cross-validation, ROC-AUC, precision/recall, and F1-score, selecting the optimal model based on business and statistical criteria**.**
- Collaborated with cross-functional teams to **define KPIs**, validate assumptions, and convert **machine learning insights into practical recommendations**, demonstrating strong **problem-solving and stakeholder management** skills

- Documented end-to-end **ML workflows**, including data pipelines, assumptions, and limitations, to ensure **reproducibility, transparency, and continuous improvement** of analytical solutions
- Used **model tuning and optimization** (grid search, random search, hyperparameter tuning) to systematically improve model robustness while maintaining interpretability for non-technical stakeholders.
- Significant experience in conducting User acceptance testing (**UAT**) verifying performance, reliability and fault tolerance issues.
- Strong knowledge of **UML**, FRS and proficient in creating Use cases, collaboration diagrams, class diagrams And also experienced in all phases of SDLC (software development life cycle) including requirements gathering.
- Performed requirement analysis by gathering both functional and non- functional requirements based on interactions with the process owners & stakeholders and document analysis, represented them in requirements traceability matrix (**RTM**)
- Experience in Gap-analysis to compare As-is with To-be business process and worked with technical resources to draft one or more solutions so that pros and cons can be represented to the business
- Expert in documenting business requirements (**BRDs**) Functional business Requirements (**FRDs**), Non-Functional Requirements, System Requirement specific, Data Mapping document, Use cases. Test cases, User Interface prototypes, Workflow diagrams, Process flow diagrams and Sequence diagrams.
- Hands-on experience in conducting Joint application development (**JAD**) sessions with end-users

Capstone project

ML analysis on Chemical Composition on cosmetics   Fall 2025
    Project Lead
- Led an end-to-end **machine learning research project** using the **California Safe Cosmetics Program (CSCP)** regulatory dataset to predict **cosmetic product discontinuation risk** and support data-driven safety decisions.
- Performed in-depth **data understanding, exploration, and cleaning** on tens of thousands of product–chemical records, handling **missing values, outliers, duplicates, skewed distributions, and class imbalance** to create a high-quality analytical dataset
- Built and compared multiple **supervised learning models**—**Logistic Regression, Random Forest, and XGBoost** with **stratified 80/20 train-test split**, **class-weighting**, and **3-fold cross-validation**, optimizing on **PR-AUC** for a highly imbalanced "discontinued" class
- Achieved **state-of-the-art performance** with ensemble models (Random Forest ROC-AUC ≈ 0.993, PR-AUC ≈ 0.963; Boost ROC-AUC ≈ 0.992, PR-AUC ≈ 0.959), far outperforming the baseline logistic regression and meeting strict **success criteria (AUC ~0.99)**.
- Applied **SHAP (Shapley Additive Explanations)** to convert **black box** models into **explainable AI**, quantifying how **ingredients (Titanium Dioxide, Talc, Carbon Black, BHA), product age, and chemical counts** contribute to discontinuation risk at product, brand, and category levels.

Ultratech Cements Limited   Feb 2019 - Dec 2023
    Data / Business analyst   Pune, MH
- Configured and supported **SAP FI** for **General Ledger, Accounts Payable, Accounts Receivable, and Asset Accounting**, ensuring accurate posting of all financial transactions and compliance with corporate policies.
- Performed **Electronic Bank Statement (EBS) configuration and Bank Reconciliation** in SAP, defining posting rules and account symbols to automate matching of bank entries and reduce manual effort and reconciliation errors
- Supported key **end-user activities in SAP MM**, including **Purchase Requisition, Purchase Order, Goods Receipt, and Invoice Verification**, ensuring accurate **stock valuation, GR/IR clearing**, and timely vendor payments
- Involved in **end-to-end SAP implementation lifecycles** (Greenfield, Brownfield, rollout, and migration projects), including **requirements gathering, AS-IS/TO-BE process design, blueprint preparation, configuration, testing, UAT, and go-live support.**
- Collaborated with business stakeholders to **translate finance requirements into SAP solutions**, optimize **month-end and year-end closing activities**, and improve reporting accuracy and process efficiency.
- Possess strong **conceptual knowledge of SAP CO modules** (Profitability Analysis (CO-PA), Cost Center Accounting, Profit Center Accounting, Product Costing) to support **profitability analysis, cost allocation, and management reporting** discussions with finance teams.

SAP FI Project:

Project title: Practice Project
Client: Ultratech cements
Project Outcomes: SAP FI (Green field project)

- Designed a sample Chart of Accounts and configured **G/L master data**, account groups, **field status variants**, posting periods, and **tolerance groups** to support core business processes**.**
- Simulated an end-to-end SAP FI implementation for a mid-size manufacturing client, following **AS-IS / TO-BE** analysis, **Blueprint, Realization**, Testing, and **Go-Live preparation phases.**
- Configured **Accounts Payable (AP) and Accounts Receivable (AR)** include **vendor/customer account groups, number ranges, payment terms, reconciliation accounts**, and tested end-to-end **invoice posting and clearing** scenarios.
- Created **end-to-end test scripts** and executed **unit testing and basic integration testing** for FI–MM processes, logging defects and validating corrected configuration.
- Gained conceptual exposure to **SAP CO** (Profitability Analysis, Cost Center Accounting, Profit Center Accounting, Product Costing) and understood how FI postings feed into **management reporting and profitability analysis**.

- Documented **Blueprint (TO-BE processes)** and configuration decisions for **GL, AP, AR, AA, and Bank Accounting**, demonstrating understanding of **implementation deliverables** and project methodology.
- Ran standard **FI reports** such as **vendor line items (FBL1N), customer line items (FBL5N), G/L line items (FBL3N), trial balance and financial statements**, to validate postings and support **period-end review** activities.
- Created and executed **test scripts** for key **end-user scenarios** (P2P, invoice posting, payments, asset postings, bank reconciliation), performing **unit testing and basic integration testing** and documenting issues and resolutions

Nava Limited

Job position- Analyst   **June 2013 – Feb 2019**
Roles and responsibilities:

- Processed high volumes of PO-based and non-PO vendor invoices in SAP (MIRO / FB60), ensuring correct GL, cost center, tax codes, and payment terms for timely and accurate postings.
- Managed **vendor and contractor accounts**, tracking **invoices, payment status, and contract terms** to maintain strong relationships and avoid payment delays or disputes.
- Executed **automatic vendor payments in SAP (F110)** in line with **PO terms and company payment policies**, reducing manual effort and ensuring on-time settlements
- Performed **bank reconciliations** (monthly and annual), investigating mismatches between **bank statements and GL balances**, and posting necessary **adjustments and journal entries** to keep books accurate
- Supported **month-end and year-end closing activities**, including **accruals, provisions, GL-to-GL reclassifications, and expense reallocations**, improving accuracy of **financial statements**
- Assisted in **internal and statutory audits** by preparing **supporting documentation, invoice samples, reconciliations, and audit schedules**, helping ensure **compliance and clean audit reports**.
- Handled **petty cash and employee advances**, including **travel advance disbursement, expense claim verification, adjustment of advances, and documentation**, ensuring proper authorization and control
- Contributed to **GST compliance** by supporting monthly **GST returns and reconciliations** (books vs. returns), helping the finance manager identify discrepancies and maintain **tax compliance**.
- Maintained organized **documentation and filing** of invoices, contracts, licenses, and financial records to support **audit trails, compliance requirements, and management reporting**
- Collaborated with the finance manager to **streamline invoice processing and approval workflows**, reducing turnaround time and improving **process efficiency and control**.

Additional Skills in Analytics:

- Experience designing basic **ETL pipelines** using **SQL/Python to extract (Joins, Subqueries, CTEs, window functions)**, transform, and load data from spreadsheets and databases into analysis-ready tables.
- Hands-on in **data cleansing**, **data framing**, and **data standardization** (handling missing values, duplicates, outliers, inconsistent formats, and data type conversions)
- I am skilled in feature engineering, **variable transformation**, encoding categorical variables, and **scaling/normalizing** data to improve model performance and stability.
- Able to perform **data reconciliation**, sanity checks, and summary statistics to ensure data accuracy, consistency, and reliability before reporting or modeling.
- Comfortable translating raw data into **KPIs, trends**, segments, and variance analysis, supporting business storytelling, dashboards, and decision-making for stakeholders**.**