



# SAGAR APARAJIT

## SAP SuccessFactors Lead Consultant

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### OVERVIEW

- Highly motivated, organized and performance-driven lead with a strong technical background, business acumen and over **12 years** of experience in leading teams through SAP SuccessFactors EC/SAP HCM projects on schedule and within budget
- SAP SuccessFactors EC/SAP HCM:** Customization and Production Support, Enhancements and Implementations
- Certified Project Management Professional (PMP)®
- Highly appreciated** for Customer Oriented Mind-set and Mentoring team members
- Possess excellent project management and strong inter-Personal skills
- Servant leader with continuous improvement mindset
- Other Relevant Skills: Proficient in Excel, PowerPoint, JIRA, HP ALM, BMC Remedy, ServiceNow

### PROFESSIONAL EXPERIENCE

**Lead/Sr. Consultant, SAP SuccessFactors, Birlasoft Ltd.**

Jan '22 - Present

- Working on **SuccessFactors EC Customization, Production Support** for functional issues and **Process Improvement** Ideas
- Updating Foundation Objects (FO), Metadata Framework (MDF) and Generic Objects. Making changes in XML for Corporate Data Model and enabling features from provisioning. Configuring Employee profile. Configuring workflows, alerts and notification as per business requirement
- Worked on Proof of Concepts (POCs). Documented and maintained system configurations and conducted knowledge transfer sessions with respective module SME's
- Analyzing and implementing the half yearly release upgrades in instance, Overall impact assessment of the release and present the information to the client on universal, admin opt-in and admin opt-out upgrades
- Creating weekly/monthly status reports and conducting weekly meetings with client and management
- Interaction with the client to gather the business requirements and recommend feasible and effective solutions. Working and discussing with Project team/ Business/Client, providing them with estimate for the functionality by creating ROM, getting BRD and providing to them HLD to kick-off CR
- Collaborated with the Product Owner and reduced the development backlog from 6 months to 3 months with proper Scheduling and resource management. Contributed to the successful delivery of projects on time and within budget
- Assisted the project manager in planning and executing multiple technology projects, including the implementation of Onboarding 2.0, Application Sync
- Oversaw the timelines and deliverables for a major production releases, ensuring launch deadlines were met
- Maintaining Functional Specification and Configuration Workbooks for different enhancements/customizations
- Raising incidents with SAP whenever any discrepancy occurs and communicating with Support engineer from SAP to come to a feasible solution

**Client Name** : Swiss Re

**Duration** : January 2022 to present

**Role** : Sr. consultant/ Team Lead

**Client Description:** Swiss Reinsurance Company Ltd, commonly known as Swiss Re, is a reinsurance company based in Zurich, Switzerland. Swiss Re operates through offices in more than 25 countries.

#### Responsibilities:

- Working with the Agile approach, implementing the stories and provide BAU support for Successfactors EC
- Determining business requirements and providing optimum solutions with Analysis, Design, Development and Testing
- Part of the Sprint planning, demo & retrospective meetings to discuss on the completion, backlog and tasks
- Delivered Internals without IT access project saving ~\$15000/year licensing cost
- Creating custom objects as per the requirement. Completed Customized solution for Data Diversity and Inclusion Project



- Worked on automation task using business rules and business rules migration activity
- Delivered global project on Employee Data Privacy statements for 20+ countries
- Successfully deployed the New Homepage from legacy home page, consolidating to fit as per 16 cards available
- Worked on issues and changes related to Global Assignments
- Instance refresh was successfully done with data scrabbling activity
- Received **Multiple Client appreciations and Awards/Badges: Customer's Delight And Responsibility**

**Lead/Functional Consultant, SAP SuccessFactors, Tata Consultancy Services Ltd.**

**Oct '15 – Jan '22**

**Project: 1**

**Client Name** : Associated British Ports  
**Duration** : March 2019 to January 2022  
**Role** : SAP SuccessFactors Lead consultant

**Client Description:** Associated British Ports Holdings Ltd owns and operates 21 ports in the United Kingdom, managing around 25 per cent of the UK's sea-borne trade. The company's activities cover transport, haulage and terminal operations, ship's agency, dredging and marine consultancy.

**Responsibilities:**

- Handling a team, supporting SF modules Employee Central, PMGM, RMK, RCM & ONB
- Working on Change Requests and delivering the required functionality, creating custom solutions like Employee Pay slips
- Implemented time off as per client requirements including Work schedules, public holiday calendar, absences, absence quota, calculating absence Entitlements and handling issues related to time account in time off
- Maintaining Role Based permissions (RBP) to create new roles and groups and granting access to users
- Worked on business rules for defaulting values, trigger workflows etc. Setting up Alerts and notifications
- Worked on document generation for generating HR documents in pre-defined format
- Configuring Position Management settings and Position Org chart in Employee central
- Making changes in the XML and uploading in provisioning system
- Creating, updating reports in Reporting and scheduling it through legacy distributor tool
- Received **TCS Gems- (S)miles Award, On the Spot Award, Best Team Award**

**Project: 2**

**Client Name** : Jaguar Land Rover Limited  
**Duration** : October 2016 to February 2019  
**Role** : Offshore Lead/ SAP HCM & SuccessFactors Consultant

**Client Description:** Jaguar Land Rover Automotive PLC is the holding company of Jaguar Land Rover Limited, a British multinational automotive company with its headquarters in Whitley, Coventry, United Kingdom, and a subsidiary of Indian automotive company Tata Motors.

**Responsibilities:**

- Interface monitoring and analysis to correct error. Sending feed from SAP to required destinations
- Investigating third party issues and take corrective actions
- Performing Impact analysis for any changes being moved from Project track to Support
- Sanity checks on adhoc basis and Regression testing
- Working on Previously Known Errors (PKE's) and Problem Investigation (PBI's) to analyse recurring issues which come in the form of incidents and providing solution for them. Having calls with Problem Management Team (PM) to report the progress on various tasks assigned as part of PBI or PKE
- Working with Charm team to move changes from one environment to another in SAP and do the testing for same



- Working with SAP Technical (ABAP) consultant to debug the code if any error occurs and to fix the issue through a CR or a SR
- Coordinating with BASIS team to open connection of client environment for SAP to work on, monitoring of jobs and interface errors if any
- Suggesting Process Improvements to Business to enhance the functionality

### Project: 3

**Client Name** : Ecolab Inc.  
**Duration** : October 2015 to September 2016  
**Role** : SAP HCM Consultant

**Client Description:** Ecolab Inc., headquartered in St. Paul, Minnesota, is an American corporation that develops and offers services, technology and systems that specialize in water treatment, purification, cleaning and hygiene in a wide variety of applications.

#### Responsibilities:

- Working on support Ticket and enhancements
- Creating special rules for the Factory calendar
- Taking care of payroll file uploads
- Analyse the root cause of the job failure
- Maintaining proper update on the ticketing tool(Service Now)
- Supporting Payroll department for any issues
- Preparation of Specs, Configuration Document and Test plans; Taking care of RSITE (BSI TUB) updates and Year-end activities
- Coordinating with business users for requirement gathering, UAT and Post Implementation validation
- Received **TCS Gems - On the Spot Award**

### DOMAIN EXPERIENCE

Regional HR Executive, IndusInd Bank Ltd	Sept '14 - Sept '15
Assistant Manager, Axis Bank Ltd	Sept '13 - Mar '14
Executive - HR, SMS Infrastructure Ltd	Oct '12 - Aug '13
H.R & B.D. Executive, Apps4BG Tech Pvt. Ltd	July '09 - July '10

### CERTIFICATIONS

Project Management Professional (PMP)® - PMI	Apr 2024
SAP Certified Application Associate – SAP Human Capital Management	Feb 2015
SAP Certified Application Associate – SAP SuccessFactors Employee Central	Feb 2018
SAP Certified Application Associate – SAP SuccessFactors Compensation	Mar 2018

### EDUCATIONAL QUALIFICATIONS

LLB	Bachelor of Law	Central India College of Law, Nagpur	R.T.M. Nagpur University	2023
MBA	Human Resource & Marketing	Dr.Ambedkar Institute of Management Studies & Research, Nagpur	R.T.M. Nagpur University	2012
B.E (Hons)	Information Technology	Asia Pacific Institute of Information Technology, Panipat (Haryana)	Staffordshire University	2009