**Ashadeepa Kamareddy**

**CURRICULUM VITAE**

**Career Objective**

To gain a responsible and challenging position that will allow me to explore my abilities, skills and sense of dedication towards my duties with an aim of seeing the progress of both the organization and that of myself.

**Experience Summary**

Certified Success Factor- Recruitment Management Consultant, trained in Success Factor-Employee Central Module.

I have over 6 years of experience in SAP HCM and about 9 months of experience in implementation and support of Success Factors Recruiting Management.

I have experience of working in the following

* One Success Factor Recruiting Management and Employee Profile Implementation
* Two end to end SAP HCM implementations
* One SAP HCM Support
* One SAP E-recruiting Module Requirements gathering and BBP phase

My main area of experience has been in Success Factors Recruiting End to End implementation, SAP PA, OM, Positive Time, SAP E-recruitment implementation and support (EHP3, EHP4). I have also worked on supporting of SAP Webdynpro ABAP applications, SAP Webdynpro Java application development, Enterprise Portal Administration.

**Skill Set**

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| **Software Products** | Success Factors- Recruitment Management, Employee Central, Employee Profile |
| SAP HCM, SAP E-recruiting EHP3, EHP4 |
| SAP WebDynpro For ABAP |
| SAP ECC 6.0 |
| SAP TREX 7.0 |
| **Soft Skills** | Team player, Good communication skills, Quick learner, Strong leadership skills. |

**Qualifications**



**Job Experience**

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| **Dates** | **Organization** | **Designation** | **Role** |
| 16-Aug-2013 till Date | Accenture | Software Engineer Senior Analyst | Success Factor RCM Consultant |
| 22-Oct-2007 to 12-Jul-2013 | TATA Consultancy Services | I.T Analyst | Senior SAP Consultant |

**Assignments**

The details of the various assignments that I have handled are listed here, in chronological order.

**January 2014- May 2014**

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| --- | --- |
| **Customer** | Barry Callebaut |
| **Project** | Barry Callebaut, Switzerland |
| **Period** | 01-2014 to 05-2014 |
| **Role** | Success Factors- RCM Consultant |

**Project Work Experience Highlights**

As Success Factors – Recruitment Management Consultant I have worked on the following areas

* Requirements gathering workshops in three iterations with clients
* Created Requirements Traceability Matrix document, Fit gap Analysis
* Creation Requirements document called Workbooks and have worked towards workbook Finalization.
* Mapping of client processes with Success Factor Features and proposing POC.
* End to end Configuration of Success Factors Recruitment Management module which includes following.
  + Provisioning Company Settings
  + Admin User accounts Creation
  + Employee Upload, Picklist(Multi-level) Configuration
  + Configured Role based Permissions
  + Manage Recruiting Groups, Recruiting Team settings
  + Email Template Notifications, Email Triggers
  + XML Configuration of Multi-Stage Application
  + Configuration of Employee Profile and integration of EP with RCM
  + Enabling of Field permissions and visibility based on Applicant status
  + Enabled workflow for Offer approval process
  + Coding and Configuration of Requisition, Candidate, Offer Details/Approval, Candidate Profile, Succession Data Model Xml Templates
  + Configuring visibility of questions and fields based on roles, Countries or Internal and external candidates
  + Grouping of Applicant statuses under one Parent Status
  + Competency library, Rating scales
  + JR System Field Labels, Text Replacement, Job Board configuration
  + Configured Route maps for two different Job Requisitions in single system with single application and candidate profile
  + Configured Candidate Search settings
  + Recruiting Custom Help text configuration, Export new Hire feature
  + Enabling custom Tokens for Job Requisition Description and Offer Letter
  + Youcalc Dashboards
  + Standard Recruiting Reports
  + Applicant status configuration
  + Preparation of UAT documents, Master Translation workbooks
* Manual Testing and Creation of Test Documents for both Employee Profile and Recruiting Management modules
* UAT and User Trainings

**January 2010- July 2013**

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| **Customer** | SAP AG, Germany |
| **Project** | SAP IT 4R Support, Bangalore |
| **Period** | 01-2010 to 06-2013 |
| **Role** | SAP E-recruiting Submodule Team lead, SAP HR (PA, OM, Time) submodule team member |

**Summary**

Project consisted of SAP HR all sub modules support in which I have worked as Team lead for Global support of SAP E-recruitment with team consisting of 4 team members. I was also part of support team of SAP PA, OM and Time management team.

**Project Work Experience Highlights**

As Team lead for SAP E-recruitment submodule, I have

* Interacted with SAP E-recruitment global SME/product architects based in SAP Singapore and LOBs/SAP Global Recruitment heads of SAP AG based in SAP Germany on daily basis
* Done requirements gathering for new enhancements and have proposed solutions for the same.
* Designed solutions and guided technical team by giving functional and technical specifications of various Enhancements/new Workflows/Reports etc
* Done coordinating and distributing of work among the team members according to skill sets required for the issues.
* Driven weekly SLA meetings by providing solutions to the new requirements of LOB and proposing new process Improvements, giving status reports to client Product Architects
* Worked on resolving both technical and functional issues reported via incidents
* Worked on Development of SAP ABAP Webdynpro custom applications as per LOB's requirements
* Worked on issues related to SAP workflows, smartforms, text modules, HTML templates, developing of E-recruitment specific custom reports, SPAU etc.
* Worked on changes in E-recruitment functional configurations like companies, maintenance of Application sources, Creation and maintenance of roles and authorizations using PFCG
* Worked on TREX Search Engine monitoring and troubleshooting by indexing and re-indexing along with co-ordination of SAP Basis team
* Worked on Regression testing of the Recruiting module after patch updates, which was done on monthly basis
* Worked on Data Mapping between SAP HR system and SAP E-recruiting system which were set up in different instances.
* Worked on Migration of E-recruiting module upgrade from EHP3 to EHP4
* Worked on Migration of E-recruiting module upgrade from EHP4 to EHP5 using SPAU

As part of SAP HR team I have

* Worked on creation of Personnel Area, Personnel Sub Area for various new branches of SAP
* Worked on Year end activities of creation of Public Holidays and Holiday Calendars
* Worked on Service requests for creating new absence quotas according to different locations
* Worked on incidents relating to issues reported for workflows of custom applications
* Handled incidents reporting bugs in custom Webdynpro ABAP applications of SAP HR, ESS applications
* Worked on Regression testing of SAP PA, OM, Time modules on Monthly basis after each Patch updates by SAP Basis team
* Worked on UAT of various configurations done as part of service requests

**October 2009 – December 2009**

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| **Customer** | Trent Ltd, Mumbai |
| **Project** | SAP E-Recruitment implementation/ BBP documentation |
| **Period** | 08-2009 to 12-2009 |
| **Role** | Solution Architect, SAP E-Recruitment Functional Consultant, |

**Project Work Experience Highlights**

* Designed solution for Server architecture including E-Recruitment 6.0, ECC 6.0, EP 7.0 and TREX 7.0
* E-Recruitment Requirements gathering by direct interaction with client HR team
* E-Recruitment Presentations to clients explaining the standard SAP E Recruiting module features
* Mapping of Client specific requirements with standard SAP E Recruitment features
* E-Recruitment Business Blueprint Documentation representing end to end process

**April-2009 to August-2009**

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| --- | --- |
| **Customer** | Voltas Ltd, Mumbai, India |
| **Project** | SAP-HCM Overseas implementation |
| **Period** | 04-2009 to 07-2009 |
| **Role** | SAP HCM, E-Recruitment techno-functional Consultant |

**Project Work Experience Highlights**

As a SAP E-recruiting Consultant, I have done

* Requirements gathering and BBP documentation
* Fit gap analysis and mapping of client requirements with SAP E-recruiting product features and proposing solutions using POC
* Customization of E-recruiting roles and authorizations in PFCG, Creation of reference user
* Configuration of recruitment process, assigning of activities to processes.
* Mapping of activities with reference activities
* Configuration of requisition management
* End to End Training of end users for SAP E-recruiting
* Maintenance of Companies, Branches, Support groups
* Maintenance of Agencies, process templates, Questions and Questionnaires
* Maintenance of Status reasons for different E-recruiting objects
* Configuration of correspondence activities
* Customization of MDE application for Recruiters and Agencies
* Developed custom Employee referral applications using Webdynpro ABAP
* Worked on Post Go-live support

As a part of SAP HR team

* Creation of Enterprise structure, Reporting Structure
* Configuration of Work schedules, Counting rules, Absence quotas, Deduction rules in PT
* Maintaining of PA, OM, PT features according to requirements

**Dec-2007 to March-2009**

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| **Customer** | Avaya Global Connect Ltd, Gandhinagar, India |
| **Project** | HR - Employee Self Service implementation |
| **Period** | 12-2007 to 03-2009 |
| **Role** | SAP EP consultant and SAP WebDynpro Java developer |

**Project Work Experience Highlights**

* Requirements analysis, design, development, testing and documentation of the WebDynpro Java applications
* Designed and developed solutions for applications involving SAP EP, Webdynpro for Java, Workflows, BAPIs and Adobe Interactive forms
* Defined the development methodology and standards for Webdynpro based development.
* Worked with a technical team involving HR, EP, ABAP, FI and Workflow consultants
* Architected and developed custom applications such as Domestic travel management, Generic Claims, Foreign travel management, Asset management, Leave management from the scratch which includes complex multilevel Custom SAP Workflows, BAPIs
* Developed reusable Webdynpro java component called workflow component which consists of common functions used for custom workflow integration.
* Designed workflows for Custom WebDynpro Java applications
* Customization of standard modules of SAP ESS applications like Leave management.
* Integration of Webdynpro Java applications with SAP Custom workflows
* Development of Webdynpro java based components using NWDI DTR, CBS and CMS.
* Creation of tracks in NWDI and Version control of Webdynpro java components using NWDI.

**Training / Continuing Education Summary**

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| **Program or Course** | **Coverage** | **Dates** |
| Success Factors Employee Central and Employee Profile | SF EC Mastery(Internal) | Feb 2013 |
| Success Factors Recruiting Management Mastery | RCM Mastery(Certification) | Dec 2013 |
| Success Factors Intro To Mastery | Intro to Mastery | Sep 2013 |
| SAP Wokflow – Basics – TCS internal | Business objects, workflow steps, types of containers etc. | December 2011 |
| SAP E-Recruitment – Mentor Lead | SAP E-Recruitment configuration of roles functionalities, Process flows, Activities etc, Integration with HR Module. | April 2009 |
| SAP Enterprise Portal, WebDynpro Java Basics – Instructor lead | SAP Enterprise Portal administration basics  WebDynpro Java development Basics | Feb 2008 |
| SAP HR functional – TCS internal | SAP PA, OM, PT Basics | Feb 2008 |

**More about me**

* Was an active member of TCS Corporate Social responsibility (CSR) group called Maitree.
* Have contributed in educating underprivileged kids in nearby villages of Bangalore.
* Have won TCS Internal Badminton tournament in Women’s Singles
* Conducted Weekend interviews for SAP E-recruiting module in TCS.
* I was a Part of technical excellence group of TCS for SAP E-recruitment as part of which I do Quality checks of Solutions provided in BBP of different E-recruiting implementation projects across TCS.

**Personal Details**

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| **Date of Birth** | 18-August-1985 |
| **Marital Status** | Married |
| **Languages Known** | English, Kannada, Hindi, Telugu |
| **Nationality** | Indian |
| **Interests** | Badminton, Music, Novels, Painting |