

EDUCATION

- ❖ Masters of Business Administration from HULT International Business School, Cambridge, USA, 2015
- ❖ LL. B (G), University of Mumbai, 2008
- ❖ B.Com., University of Mumbai, 2005

CERTIFICATION

- ❖ Chartered Accountant (CA): ICAI Membership, 2009

CORE COMPETENCIES

- ❖ International Taxation
- ❖ Compliance Advisory
- ❖ Financial Analysis & Accounting
- ❖ Stakeholder Management
- ❖ Regulatory Compliance Management
- ❖ Process Transitioning & Reengineering
- ❖ Consultancy Operations
- ❖ Strategy Planning
- ❖ HCM Functional
- ❖ Cost Optimization
- ❖ Project Management
- ❖ Team Building & Leadership
- ❖ HCM Implementation
- ❖ Business Analysis
- ❖ Tax Compliance
- ❖ Product Management
- ❖ Accounting (Indian, USGAAP)
- ❖ Stakeholder Management
- ❖ Business Process Analysis
- ❖ Market Research
- ❖ Regulatory Compliance
- ❖ Process Improvement
- ❖ Compliance Advisory
- ❖ Process Transitioning & Reengineering
- ❖ Strategic Partnerships

SOFT SKILLS

- ❖ Analytical Thinker
- ❖ Result-Driven
- ❖ Goal-Oriented
- ❖ Versatile & Creative
- ❖ Change Agent

PROFILE SUMMARY

- ❖ A competent, and a result-driven professional, offering over 12 years of experience in Functional Product Development, Strategy, Consultancy, Direct Taxation, Project Management, Solution Identification, Reengineering and Process-Improvement.
- ❖ Driving Product Roadmap & Product Lifecycle Management right from business requirements, design, functional testing, product integration, configurations till final delivery of application & artifacts.
- ❖ Successfully managed multiple implementation projects, collaborating with project teams and deploying technology to build successful solutions & services as per business requirements; skilled in leading project teams to deliver projects to clients within specified schedule and budget.
- ❖ Proven skills in capturing As-Is process, preparing functional specifications, business process modelling, analyzing the gaps and implementing solutions.
- ❖ Adept at direct tax product development, product compliances, and tax consultancy, with a strong background in, Payroll Tax, Direct Tax (Corporate, Payroll, European tax), Tax Structuring, Accounting (Indian, USGAAP), Financial Analysis, Business Analysis, and Functional Consultancy.
- ❖ Effectively created customized requirements approach strategy based on project needs; performed current state analysis and developed future state process flows.
- ❖ Supervised all Indian tax compliance and submissions covering corporate tax, service tax and withholding taxes including tax returns, internal reporting and tax accounting.
- ❖ Acted as a principal executive ‘point of contact’ for the company to ensure appropriate business strategies are in place and are acted upon according to priorities.
- ❖ Superior in initiating collaboration opportunities; Appreciated by CEO of Ramco Systems for development of a HCM product.
- ❖ Proven track record of driving business growth, optimizing processes & ensuring compliance with global tax regulations; strong analytical skills, strategic mindset, and a collaborative approach to problem-solving.
- ❖ Proficient in leading global compliance initiatives & implementing statutory payroll products across multiple regions in ME & S.E. Asia, with record of identifying and addressing post-audit gaps effectively.
- ❖ Recognized for streamlining payroll products through process improvements while spearheading statutory development of payroll products at MERCANS.

WORK EXPERIENCE

Global Compliance and Implementation Specialist, MERCANS | Nov’22-Jan’24

Role:

- ❖ Provided regulatory, tax assistance to client. Aligning stakeholders to address client challenges.
- ❖ Developed statutory payroll product through in-dept research, identified gaps post-audit (ME & SE Asia). Coordinating consultants to grasp regulations and devise client solutions.
- ❖ Led functional development in Luxembourg, Spain, Bangladesh, Thailand, and Hong Kong.
- ❖ Implemented projects for Europe region (Poland, Czech, India, APAC).
- ❖ Actively pursued partnership opportunities.
- ❖ Utilized professional writing skills for tax articles and social media content.
- ❖ Crafting tax articles and social media content.
- ❖ Implemented projects in multiple regions, showcasing expertise in managing compliance requirements.
- ❖ Responsible for vendor provisions and billings

RAMCO Systems Limited | Jun’19-Oct’22

Growth Path:



Highlights as Senior Functional Consultant- HRP Integrations:

- ❖ Help developed solutions to minimize manual interventions in HRP product. Understanding client existing systems, integration touchpoints.
- ❖ Preparing design documents and prepare design test cases
- ❖ Managing stakeholders for client meetings, escalation calls, leadership calls

Highlights as Functional Consultant – Strategy (HCM product):

- ❖ Provided tax consultancy services and advisory services to HRP clients
- ❖ Worked closely with big4 consulting vendor to get appropriate regulations onto the product.
- ❖ Identified gaps in products through audits, managing compliance for APAC and Middle East products.
- ❖ Acted as a statutory trainer and developer for Kenya product, providing research and design insights for new product development.

NOTABLE HIGHLIGHTS

- ❖ "Courting Shareholders of IT Sector Firms - Can it end well?" - Commentary on recent share buybacks by Indian IT firms like TCS and Cognizant. Over 1500 views, 50 shares, and 500 likes.
- ❖ "Indian curry just got spicier in Indian Finance Budget 2017" - Explores "Masala Bonds" for funding infrastructural projects in India. Over 560 views, 48 shares, and 300 likess

- ❖ Led HCM project implementations in the Middle East, earning recognition from the CEO for product development.
- ❖ Aligning stakeholders to address client challenges collaboratively
- ❖ Responsible for vendor billings and provisions for the function.
- ❖ Responsible for tax provisions for the team, vendor provisions and payments,

Senior Consultant | DELOITTE, Luxembourg | Nov’15-Apr’16

Role:

- ❖ Supported financial statement analysis, corporate reporting, and risk compliance, including audit report impact analysis
- ❖ Contributed to business development by conducting market research and data analysis for PE funds
- ❖ Provided advice on BEPS-compliant structuring and EU laws, fostering client relationships for new business opportunities

Assistant Manager (Centre of Excellence) | KPMG, Mumbai | May’13-Jun’14

Highlights:

- ❖ Supported in tax due diligence, audits and financial analysis, including risk assessment reports and tax return reviews
- ❖ Formulated tax opinions on high-value transactions and liaised with tax departments for non-resident clients
- ❖ Prepared tax law articles, publications, and white papers for public circulation
- ❖ Assisted in tutoring KPMG employees and industry members on international tax laws

Associate to Assistant Manager | PRICEWATERHOUSECOOPERS, Mumbai | Oct’10-Dec’12

Highlights:

- ❖ Provided regulatory, legal, and tax assistance to Non-Profit entities in education, medical, and poverty management
- ❖ Acted as the primary contact for a top client, advising on tax incentives, transaction taxes, and corporate restructuring
- ❖ Advised on tax-efficient structures, considering regulatory restrictions and investment strategies
- ❖ Structured contracts, conducted tax reviews, and drafted thought leadership reports for the Higher Education Sector
- ❖ Facilitated one-stop-shop services by collaborating with different PwC service lines

Consultant| S.R. BALTIBOI & ASSOCIATES, Mumbai | Feb 2010-Sept 2010

- ❖ Consulting and handling day to day tax matters on attribution proceedings (Mutual Attribution Procedure) for Clough India (Australia Co) and ONGC
- ❖ Assisted in risk compliance procedures for the firm. Preparation of Income tax returns and Transfer Pricing reports

FREELANCE EXPERIENCE

Tax and Accounting Manager (Start up for eco- friendly straws) | Straws Straws(Social Entrepreneurial Start UP) Greater Boston, USA | Sept’15-Sep’16

Role:

- ❖ Prepared a comprehensive buy-side financial model for firm valuation
- ❖ Analyzed proposals and made recommendations
- ❖ Managed day-to-day operations, including accounting (USGAAP, IFRS), tax, and legal matters
- ❖ Identified areas needing technical due diligence and suggested solutions to the Straws team
- ❖ Played a key role in securing seed funding of USD 75,000
- ❖ Supported project management by coordinating streams, managing risks, and monitoring budgets

Vice president – Hult Energy Club | TOKYO GAS AMERICA Greater Boston, USA | Dec’14-Jul’15

Role:

- ❖ Identified high-quality M&A targets to enhance Company's supply chain and sales channels in the USA's Shale Gas sector
- ❖ Conducted in-depth financial statement analysis, focusing on ratios and working capital
- ❖ Participated in regular meetings with Company management to align recommendations with their business needs

Independent Consultant | Dr. Raj Homoeo Pharmacy, CA for Individuals | Jun’15-May’19

Role:

- ❖ Supported financial modeling, sensitivity analysis, budgeting, planning, and forecasting for PE player's integration into the firm
- ❖ Assisted in tax and finance documentation
- ❖ Advised on contract formulation from accounting, legal, and tax perspectives, and provided solutions for project implementation bottlenecks
- ❖ Coordinated with external agencies such as advocates and valuation agencies

Chartered Accountant | L.D. Joshi & Co. | Jun’16- Nov’16 & Aug’17-Jun’19

- ❖ Prepared tax returns, authored tax articles, managed income tax assessments & structured not-for-profit entities