

Summary

Dynamic and results-driven Project Management and Digital Transformation Professional with over 19 years of experience in SaaS implementations, ERP deployments, and enterprise software solutions. Proven ability to lead end-to-end project lifecycles, driving digital transformation and enhancing operational efficiency across diverse industries in India and Europe. Adept at stakeholder engagement, agile execution, and strategic planning, ensuring high-impact project delivery.

Skills

- HRTech Advisory, Project and Client Management, Talent Acquisition, Employee Relations, Performance Management, Payroll, Benefits, HR Policy Development, Global Payroll Integration, Distributed Workforce Management, EOR & Contractor Solutions, Project Lifecycle Management, Hybrid and Predictive Methodologies, Project Management, Agile Principles.
- Agile & Scrum Methodologies, Waterfall methodologies, Sprint Planning, User Story Mapping, Business Analysis, Stakeholder Management, Requirement Analysis, Requirement Documentation, Client Engagement & Negotiation, Test Case Design.
- Cross-functional team Collaboration, Leadership & Storytelling, Team Mentorship & Conflict Resolution, Contract lifecycle Management
- Business Process Reengineering & Mapping, Process Optimization, Change Management, Requirement Gathering, Data Analysis, UAT
- Atlassian Jira, Atlassian Bit Bucket, Balsamiq, Jusin Mind 10.7.2, Microsoft Office 365, Microsoft Power BI, Microsoft SQL 2019, Icertis CLM 8.2 and 8.3, Asana, Visio, Lucid Chart, HR Analytics Tools.

Experience

Team Leader	Paysquare Consultancy Ltd.	Pune, MH, IND	February 2023 – November 2024
<ul style="list-style-type: none">• DeliziaHR's performance revitalized by orchestrating functional testing with cross-functional teams, including the CEO, ensuring a 100% bug-free launch.• Augmented product clarity by eliminating specification ambiguities, aligning features with business requirements, and enhancing user satisfaction by 25%.• Expedited project delivery using Agile methodologies, achieving a 90% sprint completion rate, and scrutinizing prioritized backlogs to ensure on-time client goal fulfillment.• Steered a 21-member team managing time and attendance systems for over 300+ clients and more than 47,600 employees nationwide, streamlining processes to boost payroll accuracy by 15%.• Spearheaded support to clients in development and implementation of HR policies and procedures, ensuring compliance with relevant regulations.• Led the project implementation of integration with Oracle HCM for a 3,000-employee organization, resulting in a 15% reduction in HR operational costs and a 10% improvement in employee satisfaction.• Steered a 6-member team managing HR data migration and integration projects for over 10 clients nationwide, streamlining processes to boost payroll accuracy by 15%.• Spearheaded support on ongoing development of DeliziaHR's employee onboarding and exit management module by involving in requirement gathering sessions with internal stakeholders of company as well as stakeholders from existing clients of Paysquare.• Augmented product clarity by eliminating specification ambiguities, aligning features and business requirements with help of wireframing tools like Just in mind 10.7.2, Balsamiq, Lucid Chart etc.			
Senior Functional Consultant	Carvewing Solutions LLP.	Pune, MH, IND	August 2022- February 2023
<ul style="list-style-type: none">• Transformed end-to-end SaaS-based contract lifecycle management (CLM) solutions, executing implementations for over 25 global clients across diverse industries.• Engaged with enterprise clients to elicit requirements, conduct over 50 product demonstrations, and manage stakeholder expectations, achieving a 95% satisfaction rate during the implementation lifecycle.• Orchestrated comprehensive project lifecycles, including requirement elicitation, development, integration, user acceptance testing (UAT), and final delivery, leading to a 20% reduction in project completion time.• Mentored and trained partners to govern deliver high-quality implementations, reducing dependency on external support by 30%, and promoting process standardization across teams.			
Associate Team Leader	Paysquare Consultancy Ltd.	Pune, MH, IND	June 2017- August 2022
<ul style="list-style-type: none">• Optimized payroll and compliance solutions for clients, including Amazon (500+ DSPs with 40,000 employees), Marelli India, and Zeomega Infotech, enhancing accuracy and reliability.• Elevated client satisfaction by 45% and accelerated project delivery by 80% across the clientele.• Led a cross-functional team of 21 professionals, encompassing implementation consultants and product developers, fostering a high-performance culture.			

- [AI & Agility: A Comprehensive Introduction](#) Scrum Alliance, March 2025
- [Certified Advance Power BI User](#) Skill Nation, April 2024
- [ICI Practitioner](#) Icertis Academy, September 2022
- [ICI Administrator](#) Icertis Academy, September 2022
- [Certified Scrum Master](#) Scrum Alliance, April 2022
- Perusing **Project Management Professional (PMP)®** Project Management Institute
- Honoured as a member of Nestlé India's "Winning Team" for implementing handheld terminal order booking systems Pan-India in 2011
- Honoured as a member of Nestlé India's "Winning Team" for implementing centralized Distribution Management System Pan-India in 2010