

Giftson Tensingh

SAP SuccessFactors Certified Implementation Consultant (EC)

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EDUCATION

Bachelor of Engineering, Computer Science | SRMTRP Engineering College
(affiliated to Anna University) | 2023

PROFESSIONAL SUMMARY

SAP SuccessFactors Certified Professional specializing in Employee Central and Technical Architecture. Expert in bridging HR functional requirements with technical automation using **Python** and **AWS**, resulting in **\$500k annual savings** through ITSM optimization. Expert in **ODATA API** solutioning and global system standardizations across 32+ countries.

TECHNICAL SKILLS

- **SAP SuccessFactors:** Employee Central (Core), Time Off, LMS, RCM/ONB (Templates), Integration Center (Advanced), People Analytics (Story/Table Reports).
- **Configuration & Architecture:** Business Rules (MDF/BCUI), Custom MDF, XML (Corporate/Country-Specific), Workflows, RBP Troubleshooting, IAS/IPS.
- **Development & Integration:** ODATA APIs, SFTP, Postman, Python (JSON, Requests), SQL, AWS, CPI (Emerging).
- **Tools & Methodology:** Agile/Sprint-based delivery, ServiceNow, JIRA, Splunk, Confluence, Lucid

PROFESSIONAL EXPERIENCE

IDP Education India Services LLP | Software Engineer & SAP SuccessFactors Consultant | **Oct 2022 – Present** (*Promoted to Full-Time July 2023 following high-impact internship performance*)

- **Custom Automation Development:** Developed and deployed Python scripts to automate complex ODATA API updates for Position and Job Information details, bypassing manual entry bottlenecks.

- **System Integrity:** Engineered a high-performance data pipeline by re-mapping Integration Center filters, resolving a legacy 3-year **data synchronization** issue between SF and EBS (P2P, Ariba & Concur, C4C)
- **Infrastructure Automation:** Collaborated on a custom AWS Anti-Corruption layer to integrate SF with ServiceNow and Active Directory, reducing manual provisioning effort and errors by 60%.
- **M&A Execution:** Led end-to-end functional setup for two global acquisitions, onboarding employees into the SF ecosystem ahead of schedule, configuring legal entities, RBPs, workflows, compensation rules, and localized Time Off rules.
- **Global Compliance:** Standardized Location Foundation Objects across 32 countries using CSF Corporate DM XML, aligning system data with AD for automated processing.
- **Data Governance:** Eradicated 98% of system alerts (reducing 9,000+ to 180) by troubleshooting MDF associations and data integrity issues.
- **Technical Migration:** Managed a system-wide migration of Preferred and Legal Name fields across all modules (EC, RCM, ONB, LMS, PMGM) to ensure payroll readiness.
- **Payroll Optimization:** Engineered custom MDF portlets for Tax and Benefits (AU/NZ) and validated payment information for 30+ countries.
- **Solution Design:** Created comprehensive Technical Design Documents (TDD) and conducted Proof of Concepts (POC) for Compensation Structures and Badge implementations.
- **Team Leadership:** Mentored a cross-functional team through structured KT sessions on ODATA API architecture and RBP advanced troubleshooting.

CERTIFICATIONS

- SAP Certified - SAP SuccessFactors Employee Central Core and Position Management