**Krishna Chaitanya Gutta**

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**Summary:**

* Technology Professional with Around 10 years of experience working with Workday HCM, Payroll, PRISM, and Workday Extend.
* Extensively used IntelliJ to develop apps using EL and PMD scripting.
* Developed Extend apps that use model components and Orchestration framework.
* Experience in all phases of the Workday implementation lifecycle, namely – Requirements gathering, Analysis, Design, Development, and Testing.
* Experience in conducting discovery sessions and designing, configuring, and scheduling Workday Integrations.
* Good understanding of Integrations including Web Services, SaaS, Workday Architecture, Business Process Framework.
* Worked extensively on Payroll Interfaces and designed and developed Workday Studio and EIB integrations.
* Hands-on experience in inbound/ outbound integrations Using Core Connector, Workday Studio, managing business processes, working with EIB’s, report writer, calculated fields, and custom reports.
* Experienced in workday security groups related to creating and assigning Permission Lists / Users / Roles.
* Configured a complete benefit election open enrollment setup and other additional functionalities like Evidence of insurability and beneficiaries.
* Good understanding of the business process and a strong background in Workday HCM modules like HCM, Benefits & Time & Labor.
* Proficient in Report Writing, Creating Custom Reports, advanced reports using filters, sub-filters, and Workday Calculated Fields.
* Experienced in building both Inbound and Outbound EIB’s using custom transformations and different delivery methods.
* Used BIRT reporting tool to develop Compensation & Merit statements, Talent cards, and Year-end reviews.
* Involved in 3 workday implementations/Support/Maintenance projects.
* Expertise in designing/developing Interfaces with legacy and other enterprise systems
* Experience working in Banking, Financial domains with a strong understanding of HR business processes.
* Quick learner and an excellent team player who can meet tight deadlines and work under pressure.
* Good Problem solving, Client Interaction, Training, and Team building skills.
* Proficient in analyzing and translating business requirements to technical requirements and architecture.
* Excellent analytical and logical programming skills with a good understanding at the conceptual level.
* Excellent interpersonal skills with a strong desire to achieve specified goals.
* Versatile team player with the ability to perform under stress.
* Satisfactory client interaction, good communication skills, self-motivated and quick learner.
* Experience in coordination between functional and technical teams to facilitate in-time deliverables for the project's success.

**Skills:**

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| **Workday** | Core Connectors, HCM/Payroll Integrations, Enterprise Interface Builder (EIB) – Inbound & Outbound, Workday Report Writer, Calculated Fields, Business Process Configuration, Workday Studio, Workday configuration, and Security groups., BIRT |
| **Web Technologies** | JavaScript, HTML/DHTML, Core Java, XSLT, CSS, XML, XPATH, Web Services (SOAP, WSDL) |
| **Databases** | Oracle 10g/9i/8i, MS-Access, MS SQL Server 6.0/7/2000, DBMS. |
| **Tools** | MS-Office 2003/2000, MS Visio, MS Excel (Macros), MS PowerPoint, Oxygen, Eclipse |
| **Operating Systems** | Windows |

**Professional Experience:**

**Lyft Inc Jan 2020 – Present**

**Sr. Workday Systems Engineer**

**Responsibilities:**

* Responsible for managing check-in hub app entirely build on Workday Extend. The app is used for managing entire Lyft’s performance management.
* Developed an application for employees to enroll annually in RSU tax selection, providing employee self-service to elect the maximum tax deduction.
* Developed Return to Office application which allows employees to upload vaccine verifications for HR approval.
* Used Fieldsets, tabs, task flows, On Change functionality to develop more UI-friendly applications.
* Responsible for maintaining business systems including Workday, Greenhouse, Docebo
* Worked on multiple studio integrations, including integrations to and from Schwab stock vesting system, Integrations to GSuite, and Okta for User management.
* Build Prism Data sets for Total employee compensation dashboards, including Base Pay, OTP, Bonuses, and Stock Vesting information.
* Develop dashboards for employees to display four years of Compensation and intended vs. actual vesting information.
* Responsible for delivering custom reports, including advanced, composite, and matrix reports to meet the business and analytical team requirements, including using Prism data sets.
* Built PECI and PICOF interfaces to send data to ADP third-party payroll system.

**Gilead Health Sciences Aug 2017 – Jan 2020**

**Sr. Workday Techno-Functional Consultant**

**Responsibilities:**

* Responsible for supporting the Workday HCM system, building and delivering all post-implementation enhancements and projects.
* Worked on multiple studio integrations including Photo load, ADP Payforce, Payroll interface for safeguard, Field glass to Workday Contractor load.
* Developed PDF files for compensation and Merit statements using business intelligence reporting tool (BRIT).
* Responsible for delivering custom reports, including advanced, composite, and matrix reports to meet the business and analytical team requirements.
* Supported the integrations and reports for a smooth transition during a significant acquisition after go-live.
* Played the security administrator role creating security groups, maintaining delivered and custom security policy domains.
* Worked on creating recruiting dashboards, candidates to hire reports, funnel reporting.

**United Services Automobile Association Nov 2015 – Aug 2017**

**Sr. Workday Techno-Functional Consultant**

**Responsibilities:**

* Responsible for designing, building, and delivering all integrations during the HCM and Payroll End – End implementation phase.
* Developed real-time integration to end contingent worker contract using Workday Web Services.
* Developed studio integrations to load payroll deductions, earnings, and absence inputs.
* Experience working with ADP Taxes, Garnishments, and GL integrations.
* Responsible for maintaining vendor communications and gathering all the requirements needed for cloud-to-cloud connectivity.
* Responsible for creating and maintaining PGP and SSH keys and configuring them in the tenant as required.
* Experience in creating technical design documents, Run books, and transition documents.
* Experience in using listener service in the studio to receive HTTP post calls with a JSON body.
* Responsible for vendor communications to design the cutover plan allow a smooth communication
* Created reports with Workday Report Writer and created custom integrations with third-party applications using Workday Cloud Connect and Enterprise Interface Builder (EIB).
* Lead a team of certified workday consultants (offshore) during the complete scope of the project.

**NCI Inc, Reston, VA June 2015 – Dec 2015**

**Workday Technical Consultant**

**Responsibilities:**

* Serve as the subject matter expert on all **Workday/Benefit-related** issues. Responsible for the setup and administration of all benefit programs in Workday.
* Responsible for running the annual Open Enrollment Process in Workday and generating reports needed prior and after "go-live.”
* Create, test, and document new **benefit plans, rates, benefit groups, eligibility, and event rules configuration** as new plans are introduced during Open Enrollment.
* Create test scenarios to be used by the benefits team to test **Open Enrollment** before "go-live".
* Experience in setting up all benefit modules, including evidence of insurability and beneficiaries.
* Experience in configuring **talent reviews** which enable the management to assess employees’ performance depending on the competencies.
* Customization of talent cards by developing BIRT reports meeting the business requirements.
* Developed several inbound EIBs to load **new hires, Compensation, Change Job, Change Benefits, Payroll Input** data to the tenant.
* Designed and developed end-to-end integrations with **Liberty Mutual, Prudential, and United Health Care**. Assisted with the vendors in creating test cases used to validate the data.
* Developed **XSLT document transformation** to deliver the data in CSV or Pipe delimited formats.
* Developed custom reports to help businesses identify the business process status of talent review and benefit elections.
* Developed data validation scenarios to test all the present integration systems to validate the performance of the data and integrations during the **WD25** update.
* Well experienced in using Excel and excel functions and have experience developing macros.

**Dropbox, San Francisco, CA Nov 2014 – May 2015**

**Workday Implementation Consultant**

**Responsibilities:**

* Developed **Studio integrations** to integrate the Greenhouse applicant tracking system and Workday.
* Experienced in configuring listener service in the studio to accept **HTTP calls** with a secured token structure. Also, have vice versa experience in delivering data via HTTP calls to the vendor system in the requested format.
* Developed integrations using web service SOAP calls, including **Hire, End Contingent Worker, Change Job, and Put Applicant.**
* Experienced in creating advanced reports and using them as RAAS (report as a service) REST calls to extract data from workday to studio and use it per the integration requirements.
* Automated the New Hire integration to trigger the integration whenever an employee is hired in the applicant tracking system. This reduces the complete human interaction with the integration.
* Experience in using **XML, XPATH, WSDL, and XSD.** Ability to write XSL transformations to transform the web service (SOAP) requests to meet the requirements.
* Involved in the design phase and prototyping for further discussions with the client.
* Experience in configuring the business process definitions. Configured the **new hire business process** to enable pre-employees to complete their tasks before their hire date.
* Performed post-production integration testing of all the integrations to identify defects during the tenant updates.
* Developed test cases and test scenarios to perform **UAT, SAT** on the newly developed integrations.
* Good knowledge and experience in assigning users and role-based **security groups**. Also, have experience in configuring domain-based security policies.
* Developed many inbound **EIBS to populate new hires and change jobs and compensation data.**
* Day to day support of workday HCM, security, compensation, and reporting issues.
* Experienced in using **Excel (Macros)** to maintain the project status and to do tasks across the agile development process.

**Environment:** Workday 24, Workday Studio, EIB, Report writer, Workday HCM, Excel Macros, Project Management.