

Varma Kosuri

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Professional Summary

Experienced Learning Technology and Instructional Design professional with 7+ years of expertise supporting and enhancing enterprise-level Learning Management Systems (LMS), primarily SAP SuccessFactors. Proven track record of delivering scalable learning solutions across highly regulated industries including pharmaceuticals, life sciences, aviation, and retail. Skilled in instructional technology, content integration, LMS governance, SCORM/AICC compliance, and stakeholder collaboration. Known for attention to detail, cross-functional communication, and technical depth in learning platforms.

Technical Skills

- **LMS & Tools:** SAP SuccessFactors LMS (Plateau), SCORM, AICC, xAPI, Report Designer (PRD/BIRT), Articulate Storyline, Adobe Captivate, Vyond, Camtasia
 - **ID & Multimedia:** Adobe Creative Cloud (Photoshop, Premiere, After Effects), Final Cut, SnagIt, Audacity, Well Said Labs
 - **Programming/Tech:** SQL, Shell Scripting, HTML, Oracle DB, ServiceNow, ALM, HPQC, Power BI
 - **Platforms:** Workday, Documentum (EDMS), OCI, Windows, Linux, UNIX
 - **Certifications:** SAP SuccessFactors LMS Administration (SFX)
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Professional Experience

Delta Airlines – LMS Consultant

Atlanta, GA / Oct 2024 – June 2025

- Administered and optimized SAP SuccessFactors LMS for global teams, managing compliance tracking, curricula, and learning assignments.
- Led global testing and validation of 2H2024 and 1H2025 SuccessFactors LMS releases, ensuring issue-free rollouts.
- Created and maintained SCORM/AICC-compliant learning modules and tested content performance across multiple environments.
- Designed custom LMS reports and dashboards to support training KPIs, compliance audits, and operational decisions.
- Supported ILX (Integrated Learning Experience) rollout, managing user experience feedback and improvement cycles.
- Conducted train-the-trainer and stakeholder onboarding sessions, promoting consistent system usage and engagement.

- Developed quick reference guides and microlearning videos using Articulate, SnagIt, and Camtasia.
 - Acted as Tier-3 escalation for technical and instructional support, coordinating directly with SAP and internal IT.
 - Managed content lifecycle processes, including archival and updates of multimedia content across departments.
 - Standardized documentation and global SOPs for LMS processes, test cases, and known issue resolutions.
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Mythri Consulting LLC – Sr. LMS Technical Administrator

Remote / Dec 2023 – Sep 2024

- Led end-to-end instructional design efforts for online certifications and training paths using SCORM, xAPI, and Vyond.
 - Managed content development lifecycle, from storyboarding to publishing in LMS using Articulate Storyline and Adobe tools.
 - Oversaw integrations of multimedia-rich courses and simulations, enhancing learner engagement across departments.
 - Conducted UAT and QA testing for all new LMS features and instructional modules, ensuring adherence to business goals.
 - Configured and maintained SSO, user roles, learning assignments, and event-based workflows within SuccessFactors LMS.
 - Delivered insights from learning analytics using LRS data, driving instructional improvements and compliance alignment.
 - Served as technical lead for LMS-HRIS integration (Workday via MuleSoft), ensuring clean data syncs and learner accuracy.
 - Collaborated with stakeholders to evaluate learning needs and instructional goals across diverse learner groups.
 - Built reusable instructional templates and eLearning standards, reducing development cycles.
 - Authored detailed documentation for course creators, LMS admins, and QA teams to streamline cross-functional work.
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JM Family Enterprises – Sr. LMS Technical Administrator

Deerfield Beach, FL / Apr 2023 – Nov 2023

- Spearheaded LMS support and instructional content development to support employee learning programs globally.
- Developed and curated learning content using Adobe Creative Cloud, Camtasia, and interactive Storyline modules.
- Supported course design with visual design principles and ADA-compliance standards to improve learner accessibility.
- Maintained LMS structure, catalogs, and reporting tools while working closely with compliance and HR teams.

- Created learning paths with assessments and certifications aligned to role-specific competencies.
 - Troubleshoot LMS issues, performed data hygiene, and oversaw scheduled report deliveries using PRD.
 - Conducted user training sessions and provided on-demand coaching for admins and content creators.
 - Delivered visual dashboards and insights on training consumption and learner progression via Power BI.
 - Worked with instructional SMEs to design content aligned with regulatory (GxP) and business standards.
 - Documented process workflows, change controls, and instructional design standards.
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Global Media & Entertainment – Sr. LMS Technical Administrator

Glasgow, UK / Jan 2022 – Mar 2023

- Acted as LMS SME responsible for both system configuration and instructional design workflows.
 - Designed and implemented instructional templates for onboarding, compliance, and professional development.
 - Led global LMS content upload, course versioning, and metadata tagging to maintain SCORM compliance.
 - Designed eLearning modules integrating videos, audio narration, and interactive simulations.
 - Provided global support for access control, user management, and content delivery issues.
 - Conducted LMS training for internal staff, instructional designers, and HR partners across business units.
 - Streamlined SOP documentation to align instructional standards across locations and business groups.
 - Supported video editing, subtitling, and audio cleanup using tools like Adobe Premiere and Audacity.
 - Partnered with IT to enhance platform scalability and resolve infrastructure-level LMS issues.
 - Ensured training content met quality, branding, and accessibility guidelines consistently.
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S&P Global – LMS Support Lead

Hyderabad, India / Oct 2018 – Sep 2020

- Managed end-to-end configuration and support of SAP SuccessFactors LMS for global users.
- Partnered with L&D teams to define learning objectives, and helped transform them into structured eLearning programs.
- Developed online assessments and interactive content using Storyline and Captivate.

- Oversaw API-based integration with Workday through MuleSoft to automate learner data flow.
 - Customized report templates to monitor compliance, completions, and learning ROI.
 - Supported ILT sessions, blended learning paths, and training certification tracking.
 - Delivered system training and job aids for LMS admins, course creators, and reviewers.
 - Ensured LMS and instructional content adhered to global SOPs, regulatory requirements, and brand guidelines.
 - Participated in LMS upgrade testing and content revalidation cycles.
 - Maintained governance documentation and contributed to audit readiness.
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FactSet Systems – LMS Consultant

Hyderabad, India / Jul 2017 – Sep 2018

- Handled LMS administration including course setup, catalog management, user roles, and security access.
 - Assisted in creation and publishing of SCORM-compliant modules using Articulate and Captivate.
 - Collaborated with stakeholders to define instructional content requirements and delivery formats.
 - Provided functional and technical support to internal L&D and compliance teams.
 - Served as liaison with SAP/SuccessFactors to address platform issues and enhancements.
 - Developed quick reference guides and video tutorials to support self-service learning.
 - Supported periodic data loads, user sync, and data reporting using SQL and PRD tools.
 - Contributed to training material design for product and compliance topics.
 - Ensured content branding, structure, and usability aligned with organizational guidelines.
 - Participated in learning needs assessments and implementation of continuous improvement plans.
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Education

- **Master of Science in Data Science** – Newcastle University
 - **Bachelor of Technology in Computer Science and Engineering**
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Certifications

- SAP SuccessFactors LMS Administration (SFX)