**Mohammed Ghouse**

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**Summary**:

* Have around **9+ years** of professional experience in around **4 years** of experience into SAP SuccessFactors and 5+ years of experience in US Recruitment.
* Certified Consultant on SuccessFactors Recruiting Management (RCM and RMK), SuccessFactors Onboarding (ONB 1.0 and ONB 2.0) and SuccessFactors Employee Central (EC).
* End to End process design, build, testing, Cutover and post go-live activities.
* 7 SF End-to-End Implementation: SuccessFactors RCM (5) and ONB 2.0 (2).
* Take part in all phases of projects; including user acceptance testing phases, end-user training, Go-live and post Go-live support.
* Enabling all Provisioning features which need to be enabled to activate RCM, ONB.
* Capturing the AS-IS process of the customer and then designing proposing the TO-BE process and design.
* Interacting with clients for requirement gathering, system study & analysis, configuration, process design and providing the solution and configuring the system.
* Experience with 3rd party integration assessment tool like Jombay.
* Receiving daily tickets from the relevant clients and resolving the issues for within the respective projects.
* Followed SAP Active Methodology for successful implementation and successfully done End to End Implementation projects of **Recruitment & and ONB 2.0** module and also functioned in Support Project Environment.
* **Support projects:** **SuccessFactors RCM (5)** including business process analysis, system demo, conducting workshops, configuration, iterations, user acceptances testing, user & admin training, cutover & go-live activities and hyper care support.

**Certifications:**

* SAP Certified Application Associate – **SuccessFactors Recruitment Management** (**RCM**)
* SAP Certified Application Associate – SuccessFactors Recruiting Marketing (**RMK**)
* SAP Certified Application Associate – **SuccessFactors Onboarding 2.0** (**ONB 2.0**)
* SAP Certified Application Associate – SuccessFactors Onboarding 1.0 (ONB 1.0)
* SAP Certified Application Associate – SuccessFactors Employee Central (EC)

**EDUCATION:**

**MBA** in **Human Resource Management** & Marketing Management, Osmania University - April 2013

**Work Experience:**

**PwC India Dec 2021 – Present**

**Senior SuccessFactors Consultant**

**Responsibilities:**

* Worked on Large Onboarding 2.0 and Offboarding 2.0 projects.
* Configured Onboarding 2.0 process variant manager.
* Enabling task and programs, worked on creating responsible group and assigned to tasks.
* Build custom forms through a new mapping and business rule configuration tool.
* Worked on Custom MDF Object, workflow for business rules
* Process and forms, Document e-signature for compliance Forms
* Recruit to Hire mapping and conversion job runs to convert the candidate into an Employee.
* Worked on configuration, testing, documentation, UAT and production support of all aspects.

**HR Strategies Consulting Inc March 2021 – Nov 2021**

**SuccessFactors Consultant**

**Responsibilities:**

* Involved in configuration of workbooks for Recruitment together in coordination with onsite consultant.
* Configured end to end of Recruiting Management system, worked on the below tasks using the configuration workbook
* Identify the different areas requiring configuration for a Recruiting Management implementation
* Enabled the Recruiting Management module via Provisioning
* Configured Internal & External candidate profile.
* Created requisitions, applications, candidate profiles and offer templates through XML configuration
* Configuration of offer letter generation.
* Worked on the XML Templates - Job Requisition Template, Candidate Profile Template, Candidate Application Template and Offer Letter Template
* Created the Application Status Set (Talent Pipeline) according to the client's requirements
* Creation of Job Requisitions
* Worked on configuring the Email Templates and Notifications
* Configured the Outlook Integrations with RCM system.
* Training the end user
* Implemented RMK Advanced Analytics and Support RMK Tickets.
* Worked on End to End Internal PMGM Implementation.
* Working on post Go-Live activities of system maintenance and support for all aspects of system correctness.

**Altura Consulting PVT. LTD. February 2019 – March 2021**

**SuccessFactors Consultant**

**Projects:**

**Project#1**

**Client : SANRAL – South Africa**

**Project Type : Implementation**

**Module : ONB 2.0**

**Responsibilities:**

* Involved in configuration of workbooks for Onboarding together in coordination with Stakeholders.
* Identify the different areas requiring configuration for ONB 2.0 implementation
* Enabled the ONB 2.0 module via Provisioning.
* Discussion on AS-IS Process and Understanding of client requirement
* Configured Onboarding 2.0 variant configuration.
* Enabling task and programs, worked on creating responsible group and assigned to tasks.
* Build custom forms through a new mapping and business rule configuration tool.
* Worked on Custom MDF Object and assigned business rules.
* Process and forms, Document e-signature for compliance Forms.
* Recruit-to-Hire mapping and conversion job runs to convert the candidate into an Employee.

**Project#2**

**Client : Ajman Bank - UAE**

**Project Type : Implementation**

**Module : RCM and ONB 2.0**

**Responsibilities:**

* Configuring XML Templates like Job Requisition Candidate Profile, Candidate Application, and Offer Detail.
* Setting up External/Internal Career Sites, Agency Setup.
* Enabling all Provisioning features which needs to be enabled to activate RCM.
* Enabled and Created RBP Groups in the system with corresponding configurations in the Provisioning.
* Creating of Route Maps and linking them to the relevant templates.
* Activated process specific email notifications in the system.
* Created Quick Reference Guides.
* Configured Job requisition template, Candidate Profile template and Candidate Data model XML modifications. Configured Career Site Builder for Recruiting Marketing
* Performed troubleshooting on any issues that came up on a daily functionality basis, or because of any changes made in the system.
* Responsible for configuration, testing, documentation, UAT and production support of all aspects.
* Supported ONB 2.0 with Test Script and other documentation.
* Tested Onboarding Process based on business scenario.

**Project#3**

**Client : Trade Development Bank (TDB) – Kenya**

**Project Type : Implementation**

**Module : RCM - Recruitment Management**

**Responsibilities:**

* Involved in configuration of workbooks for Recruitment together in coordination with onsite consultant.
* Configured end to end of Recruiting Management system, worked on the below tasks using the configuration workbook
* Identify the different areas requiring configuration for a Recruiting Management implementation
* Enabled the Recruiting Management module via Provisioning
* Configured Internal & External candidate profile.
* Created requisitions, applications, candidate profiles and offer templates through XML configuration
* Configuration of offer letter generation.
* Worked on the XML Templates - Job Requisition Template, Candidate Profile Template, Candidate Application Template and Offer Letter Template
* Created the Application Status Set (Talent Pipeline) according to the client's requirements
* Creation of Job Requisitions
* Defined RBP for system
* Internal and External Job Posting including Private Postings
* Worked on Job requisition Posting
* Worked on Agency Set up
* Configured the Route Maps in the system
* Configured the Interview Scheduling in PMGM form as a workaround.
* Worked on configuring the Email Templates and Notifications
* Configured the Outlook Integrations with RCM system.
* Training the end user
* Working on post Go-Live activities of system maintenance and support for all aspects of system correctness.

**Project#4**

**Client : Gargash - UAE**

**Project Type : Implementation**

**Module : RCM**

**Responsibilities:**

* Business consulting involving document business requirements and configuration decisions, configure and test system
* Work with client to confirm requirements, consider design alternatives, facilitate discussions and ultimately drive requirements sign-off
* Worked on the XML Templates - Job Requisition Template, Candidate Profile Template, Candidate Application Template and Offer Letter Template
* Created the Application Status Set (Talent Pipeline) according to the client's requirements
* Implementation on Interview scheduling with outlook integration
* Integrated with Position Management with RCM
* Creation of End user manuals and test scripts.
* Working on post Go-Live activities of system maintenance and support for all aspects of system correctness.
* Providing support through deployment and post deployment
* Training the end user

**Project#5**

**Client : MB Holding (Petrogas Neo) – United Kingdom**

**Project Type : Rollout**

**Module : RCM and ONB 1.0**

**Responsibilities:**

* Business consulting involving conduct discover calls, conduct workshops, document business requirements and configuration decisions, configure and test system
* Implementation for RCM and ONB modules for different process designed based on customer requirement.
* Work with client and confirm requirements, consider design alternatives, facilitate discussions and ultimately drive requirements sign-off
* Work directly with the client on conducting workshops and prepared Workbook.
* Work with client and confirm requirements, consider design alternatives, facilitate discussions and ultimately drive requirements sign-off.
* Configured the CPT, JRDM, CDM and Offer Details Template.
* Creation of End user manuals and test scripts
* Onboarding Process Step- PHV, NES, Orientation step. Onboarding Tour, New Hire Activities.
* Customization: Re-label fields, custom calculations, and concatenate fields, If/Then/Else statements, hide duplicates, transpose rows to columns
* MDF, Object definition, workflow for business rules
* Created Custom Panels, Wizard, Process and forms, Document e-signature for compliance Forms

**Support Projects:**

1. Redington Gulf – UAE
2. Trade Bank Development - Kenya
3. Zulekha Hospital – UAE
4. Averda – UAE
5. MB Holding - Oman

**Techno Sapians IT Solutions Aug 2018 – Feb 2019**

**SuccessFactors Trainee**

**Project#6**

**Client : Lakshmi Ring Travellers (LRT) - India**

**Project Type : Implementation**

**Module : PMGM**

**Responsibilities:**

* Hands on Implementation and Testing Experience in SAP SuccessFactors PMGM.
* Detailed understanding and knowledge about SuccessFactors Performance management and Goal management (PMGM) processes.
* Created Performance Management Templates and configuration of Form Template Settings.
* Participated in requirement gathering session
* Configured Super Administrators and local administrators for PMGM.
* Created route maps
* Create rating scale
* Create form template
* Worked on role-based permissions.
* Worked on hard coding competencies
* Create competencies
* Created Roles, Granted and Target groups and permission groups
* Worked on CPM concepts.
* Creation of goals and Mass Import of the Goals
* Worked on Goal execution, custom fields on Goal Plan Template.
* Working with XML and DTDs (Modifications and creation)

**Indotronix International Corporation (IIC) June 2014 to July 2018**

**Technical Recruiter**

**Responsibilities:**

* + Responsible for contract and full-time placements of US IT professionals.
  + Implemented staffing strategies to find a qualified candidate from diverse candidate pools. The individual is expected to evaluate candidate with the job description
  + Exclusively working on W2 Contract Positions (US Citizen and Green Card) for our Direct Clients.
  + Managing full life cycle recruiting efforts for all levels of Information Technology professionals
  + Experience working with a proprietary ATS (Applicant Tracking System) called Jobdiva.
  + Everyday tasks include working in the Acceleration VMS – SAP Fieldglass.
  + Strong Internet recruiting tools and maintaining a recruiting Database.
  + Proficient with on-line search engines and job boards such as LinkedIn, Dice, Monster, and Career Builder etc. for sourcing, assessing & recruiting high quality candidates.
  + Scheduled, coordinated interviews for candidates.
  + Carried out requirements gathering sessions with clients and performed analysis of requirements.
  + Worked closely with management to fully understand position requirements and the status of Job Openings.