Sheldon Crasta

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Professional Summary

Business Analyst with nearly 2 years of experience in requirement analysis, client onboarding, and HRMS implementation. Skilled in creating BRS/SRS/FRDs, leading legacy migrations, and optimizing SQL Server performance. Proficient in Excel, Word, and Power BI with a proven ability to bridge stakeholders and development teams to deliver efficient, user-focused business solutions. Seeking to contribute my expertise in a growth-oriented organization.

Professional Experience

Junior Business Analyst

HRMantra Software Pvt. Ltd. | September 2023 – Present

- **Requirement Documentation:** Created clear and comprehensive BRS, SRS, and FRDs tailored to clients business needs, maintaining structured documentation that supported both development and client.
- **Client Onboarding & HR Modules Implementation:** Successfully led the onboarding of 7 clients migrating from the legacy system and 2 new clients. Designed and implemented HR modules including Employee Management, Recruitment, Attendance, Leave, Payroll, Performance Management, and Learning Management, ensuring smooth adoption, functionality, and client satisfaction
- **API Integrations:** Led 10+ API integrations end-to-end, from requirement gathering, documentation, and stakeholder communication to UAT testing and production rollout, enabling seamless interaction between client systems and our platform.
- **SQL Server Optimization:** Enhanced SQL Server performance through indexing, database optimization, and query tuning. Collaborated with developers to proactively resolve server-side issues, ensuring reliability and faster response times
- **System Analysis & Collaboration:** Worked closely with internal teams and clients to analyze existing systems, identify gaps, and design solutions that improved usability, efficiency, and client satisfaction.
- **Project Support & Knowledge Sharing:** Delivered timely data and insights to assist project managers in achieving milestones. Actively shared knowledge and mentored junior team members, promoting best practices and teamwork.

Skills

Problem-solving, Requirements Gathering, Analytical Thinking, Project Management, Decision-making, Data Analysis, Data Visualization, Documentation, Python, SQL, Product Development, R Programming, Critical Thinking, Creative Problem Solving, Microsoft Excel

Projects

- Predictive Analysis (Python): Collected 3 years of NVDA stock market data and applied machine learning and time series techniques for forecasting. Documented the project in a black book format.

Education

B.Sc. in Computer Science

Bhavan's College, Andheri (W), Mumbai | 2023 | CGPA: 9.3

Higher Secondary Certificate (HSC) – Science Stream

Marol Education Junior College, Andheri East, Mumbai | 2020 | Percentage: 77.84%

Awards and Recognition

- Employee of the Month for Aug 2024
- Employee of the Month for Jul 2025

Certifications

- Google Data Analytics(Coursera)
- Power BI (Skill Nation)