Tirath Prajapati
Certified SAP SuccessFactors EC Consultant
Mobile: + 91- 9773566481
Email.id-Tirathp798@gmail.com

Professional Summary:
- Having around 2 years of experience in SAP SuccessFactors, Employee Central with Implementation (Configuration) and support.
- Experience in Design, configure and implement Employee Central modules based on client requirements and industry best practices.
- Collaborate with stakeholders to translate business requirements into effective Employee Central configurations.
- Experience in Manage Business Configuration for configuration of fields and association of rules.
- Created picklists in the picklist center and Maintenance of MDF objects data using Manage data.
- Data model (succession data, country specify succession data model, corporate data model, country specify corporate data model).
- Employee data import using Import employee data and configured Alert notification or message.
- Having 6+ years of experience in US recruitment performing, requirements definition, recruiting, screening, scheduling interviews, reference checking, negotiating, creating contracts and closing candidates that can help actualize corporation's missions etc.

Certifications:
SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core, Sep 2024

SAP SuccessFactors Skills:
SAP SuccessFactors, Workflow, Role Based Permissions (RBP), Configure Business Rule, Import and Export data, Alert Notification, MDF (Metadata Framework), Association, Legal Entity, Corporate Data Model, Country Specific Corporate Data Model, Manage Business Configuration, Succession Data Model, Country Specific Succession Data Model, Sequence, Propagation, Event Reason and Document generation

Professional Experience:

BrizSolution Technology. Pvt Ltd   **Apr 2023 – Present**
SAP SuccessFactors EC Consultant
- Configuration of Success Factors Employee Central.
- Experience in Design, configure and implement Employee Central modules based on client requirements and industry best practices.
- Collaborate with stakeholders to translate business requirements into effective Employee Central configurations.
- Created custom MDF objects data using Manage data
- Created Foundation Objects data using Manage Organization, pay and job structure.
- Foundation Objects data import using Import foundation data.
- Create custom objects using Configure object definition.
- Configured Role based Permissions
- Created picklists in the picklist center.
- Employee data import using Import employee data.
- Configured Workflows including Dynamic Group and Dynamic Role.
- Worked on Configure Business Rules, Changes in Data models, Configuration changes in employee data role
- Data model (succession data, country specific succession data model, corporate data model, country specific corporate data model).

eTeam, Remote   **Sep 2021 – Apr 2023**
Subject Matter Expert (SME) – Recruitment   **Aug 2022 – Apr 2023**
Sr. Technical Recruiter   **Sep 2021 – Aug 2022**

- Responsible for handling the complete recruitment life cycle for Direct Clients in the US and Canada.
- Responsible for handling the requisitions for clients like NBC, Snowflake, WTW, Blue Origin and BNP Paribas for Canada.
- Develop action plans/recruiting strategies to identify qualified candidates through various job portals and networking websites.
- Responsible for handling different types of IT requirements such as: Java, .NET, Android, IOS, ETL, Devops, Azure, AWS etc.
- Responsible for achieving a good conversion ratio of submittals into interview and placement.
- Regular Interaction/daily meetings with team and business unit heads to discuss requirements, determine focus, sourcing strategies, interview evaluations, offers, hires, future requirements and create a funnel of potential candidates proactively.

Nityo InfoTech Service, Noida   **Jun 2019 – Oct 2020**
Technical Recruiter

- Sourcing the resume from Job portals like Monster, Dice, JobDiva and Prohire.
- Handling the end-to-end recruitment process.
- Experience in sourcing resumes as per the client requirement and screening then submitted to the reporting manager.
- Scheduling interview for the candidate (Telephonic) and follow up for the next level of interview and joining date.
- Skilled in sourcing mid-level to senior and Executive Level Professionals and managing Interface with representatives to negotiate and close employment contracts.
- Worked with IT consultants of various experience levels on .NET, Azure Devops, ServiceNow, SQL Server, etc.
- Client and Candidate relationships, negotiations and budgetary management.

Eros Technologies, New Delhi   **Feb 2019 – May 2019**
Technical Recruiter

- Sourcing the profile from Job portals like Monster, Career Builder, Dice, Ceipal and Prohire.
- Handling the end-to-end recruitment process.
- Sourcing appropriate resume, screening and submitting to manager.
- Scheduling interview for the candidate (Telephonic) and follow up for the next level of interview and joining date.
- Interface with representatives to negotiate and close employment contracts.
- Worked on W2 requirement, as well as C2C and 1099 also.
- Worked with IT consultants of various experience levels on .NET, Java/J2ee, Oracle, SAP, SQL Server, Android, software testing, etc.
- Very strong interpersonal and communication skills; work equally well one-on-one or in a team.
- Client and Candidate relationships, negotiations and budgetary management.

Rose IT Solution Delhi   **Sep 2015 – Jan 2019**
Sourcing Specialist

- Experience in Sourcing the candidate and adding the candidate in company ATS (QPRO).
- Experience to create the opening in Application Tracking Systems (ATS) – QPRO
- Sourcing the candidate profile by CareerBuilder and monster and negotiable the candidate and match

- suitable profile according to opening.
- Modify candidates' resumes as per requirement.
- Format resume for client basis and position.
- Format resume as per technologies (technical or non-technical).

Education:
B. Tech passed in Electronics & Communication from U.P.T.U. Lucknow.