**ANAND BAJPAI**

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**Summary**

Having 3+ years of experience in SAP Success Factors Employee Central and 7+ Years of staffing experience in US Staffing & Technical Recruitment. Strong understanding of Success Factors Employee Central Functional, Technical, and Admin which includes Foundation Objects, MDF Objects/Generic Objects, Data Models/XML’s, Role-Based Permissions, Workflows, Business Rules, Custom Objects, Picklist Center, Associations, Home Page Setup and Custom Portlets. Good Knowledge in Position Management Settings, and HRIS Sync.

In 7+ Years of staffing experience responsible for full life cycle including client project analysis, assign the task as per project requirement, project costing, job posting, candidate sourcing, phone pre-screening, interviews, salary/rate negotiations and offers made to candidates. Worked with clients i.e. U.S. government agencies i.e. State of WA, Utah, California and Private clients i.e. LTIMindtree, Genpact, CITI Group, Bank of America, JPMorgan and Dallas Airline etc. Strong understanding of different Work Authorizations in US such as US citizens, GC, H1B, H4, OPT and TN. Sound knowledge of different tax terms of US – W2, 1099 and C2C. Excellent working experience on W2 agreements.

**Techdock Labs Aug. 2023 – Sep. 2024**

**SAP SuccessFactors EC Consultant**

**Project Type: Implementation**

**Responsibilities:**

* I served as a point of contact for clients and coordinated with other consultants. Understanding of implementation methodology.
* Supported clients in resolving existing issues. Configured associations.
* Configured various pick lists.
* I added global assignments to the employee profile. Worked on events and configured event reasons.
* Involved in gathering business requirements to identify and adapt the existing features
* Created standard, ad hoc, and advanced reports based on the client's requirements Configuration of Role-Based Permissions
* Customizing workflow as per business requirements Configuring custom objects as per client requirements

**Project Type: Support**

**Responsibilities:**

* Support SuccessFactors Employee Central and resolve day-to-day tickets I have weekly status meetings with clients to discuss open issues.
* Whenever there are new changes, the client is updated accordingly using the upgrade center.
* I educated the client on new upgrades and upgraded the new functionality using the upgrade center.
* Providing post-go-live support to the client Configuration of the new company structure.
* Configuring the home page and managing the themes and logo settings I worked on all the issues that were encountered after going live.
* Employee data is imported into the system**.**

**Project Type: Support Assistance**

**Responsibilities:**

**Support Assistance with EC Module:**

Offset workers, Employee Central module, and time off procedures should all receive thorough assistance.

Examine and fix problems with data models, workflows, picklists, business configuration, object definitions, events, and event reasons. Utilizing the assigned ticketing tool, handle all ticket kinds and make sure that service level agreements are followed as well as cases are resolved promptly.

**Modifications to Organizational Structure:**

Contribute knowledge and insights to support seamless transitions by taking part in sub-projects pertaining to changes in organizational structure.

**Configuration and Customization:**

To efficiently satisfy business needs, customize associations, picklists, generic objects, and MDF (Meta Data Framework) objects. Establish and maintain consistency in data processing by configuring business rules to automate procedures.

**Assistance with International Assignments:**

Address concerns pertaining to worldwide labor management while offering assistance for tickets pertaining to global assignments.

**Position Management:**

In order to maintain correctness and integrity in position data maintenance, handle events pertaining to position management.

**Management of Employee Files:**

In accordance with company needs, create unique generic items and include them into personnel files. Maintain picklists and MDF picklists to help with precise reporting and data input.

**Employment and Maintenance of Personal Data:**

Ensure compliance with data privacy legislation and organizational standards by keeping correct and current employment and personal information records in Employee Central.

**Coordination of Integration:**

Work together with other module teams to resolve problems pertaining to integration and guarantee smooth data transfer across various SAP SuccessFactors modules.

**United Software Group, Inc. Feb 2022- Aug. 2023**

**SuccessFactors Consultant**

**Client Name: Ericsson India Limited**

**Responsibilities:**

* Participated in requirement gathering from the clients.
* Involved in resolving the tickets on time off, workflows, business rules etc.
* Created rules for HRIS and MDF objects to meet customer requirements.
* Worked on transaction workbooks and picklists.
* Worked on Data models and Country specific data models.
* Configuration of Employee central core and Time off.
* Worked on Workflows, Event Reasons, MDF Objects, Associations, Field Criteria and Business Rules.
* Worked on Pick list Centre**.**
* Responsible for the recruitment of qualified technical professionals for the IT and non-IT’s department.

**Concept Software & Services Aug 2021 – Jan 2022**

**Client Name: Pepsico India Holdings Pvt Ltd**

**SuccessFactors Consultant**

**Project Type: Implementation**

**Responsibilities:**

* Role based Permissions, People Profile Configuration, Picklists Center, Portlets, Workflows & Position Management, Event & Event reasons.
* Expertise in Configure Object Definition, Manage business Configuration, Manage Configuration UI and Manage Mass changes.
* Handling of tickets based on the priority of the issue.
* Supported business users for issues faced in the Production system.
* Working on the change requests by making necessary changes in the system.
* Field level and Portlet Level Role Based Permission (RBP) in Employee Central.
* Configured Associations between objects.
* Configuring SF EC Module including the configuration of Portlets, XML, MDF Objects, Workflows,
* Business Rules, Picklists & Associations.
* Worked on Incidents which were raised to SAP for Solution.
* Worked on metadata framework (MDF) objects, Workflows and Business Rule.
* Created Dynamic Groups and Roles for Workflows.
* Worked on Theme manager, Global Assignment, Position Management, Concurrent Employment, Configure People Profile, Organization Chart, Audit report and Alerts Email Notification.
* Extremely motivated to constantly develop and enhance my Knowledge in other SF Modules.

**IDC Technologies Nov. 20 – March 21**

**Sr. Recruiter**

**Responsibilities:**

* Interviewing GC/US Citizen/H1B consultants for various requirements according to the Client request
* Ensuring that the candidates joining on time by keeping contact touch with them.
* Sourcing diverse candidates & leveraging diverse candidate pipelines.
* Experienced with full cycle of staffing services, such as finding candidates through different sourcing techniques,
* Screening of resumes, interviews, salary negotiation, and working closely with Account managers.
* Keeping a track of running technologies and trends of the market rates for them also from time to time getting useful resources in our database and keeping good relationships with them.
* Keeping good relationship with the Client/Preferred Vender procurement staff & or Manager to get their requirement on Daily basis and try to work on them on one on one.

**John Business Consultants Oct 19 – June 20**

**Team Lead/Sr. Recruiter**

**Responsibilities:**

* Finding best possible resource available in the market in consideration to client’s requirements.
* Hunting for the Matching candidates through job boards like Monster and internal database.
* Reaching the required resource in a time effective manner in order to decrease the TAT (Turn Around Time) which included activities mass mailing to vendors as per the requirement needs, mass mailing to candidates through portals to get the maximum and perfect output.
* Involved in full life cycle recruitment including Employment Terms such as Corp to Corp, W2 and 1099 and Employment Types such as Contract (short term & long term), Contract to hire & Fulltime.
* Involved in Negotiating the rate/salary with the consultant as per the applicable Employment Term/Type, explained benefits and oversaw pre-employment paperwork.
* Discussing requirements with the consultants and understand their comfort ability on the required skills & criteria.

# Quantum World Technologies Inc Jan 19 – Oct 19

**Team Lead**

**Responsibilities:**

* Here in Quantum, I am leading a team of 5 recruiters. I assign the requirement as per the capabilities of each recruiter. Screen the consultant profile and submit to the account manager.
* Strong understanding of recruiting methodology and processes involved from inception to closing on a prospective candidate.
* Acted as a liaison between sales team, management and consultants.
* Finding best possible resource available in the market in consideration to client’s requirements.
* Hunting for the Matching candidates through job boards like Monster, Dice and Career builder etc. and internal database.
* Reaching the required resource in a time effective manner in order to decrease the TAT (Turn Around Time) which included activities mass mailing to vendors as per the requirement needs, mass mailing to candidates through portals to get the maximum and perfect output.
* Involved in full life cycle recruitment including Employment Terms such as Corp to Corp, W2 and 1099 and Employment Types such as Contract (short term & long term), Contract to hire & Fulltime.
* Involved in Negotiating the rate/salary with the consultant as per the applicable Employment Term/Type, explained benefits and oversaw pre-employment paperwork.
* Discussing requirements with the consultants and understand their comfort ability on the required skills & criteria.

**DatamanUSA LLC May 16 – Dec18**

**Team Lead/Sr. Recruiter**

**Responsibilities:**

* Here in DatamanUSA I am maintaining the client's requirements with the help of 6 recruiter’s team. Mainly I am dealing with U.S. government agencies i.e. State of WA, Utah, California, etc.
* Responsible for handing whole life cycle recruitment, including candidate’s identification, interview, evaluation, salary negotiation, interview scheduling, and post interview aspects such as follow-up with the vendor for interview feedback, Po’s and Contract’s.
* Handling a team of recruiters, assigning work to the recruiters and fulfilling the client’s requirements by submitting best-fit profiles.
* Work according to multiple requirements in a high growth multitasking environment.
* Interviewing and short-listing consultants before submitting to the Client/Vendor.
* Pay Rates Negotiation with Employers and Vendors.
* Perform all staffing functions needed to fill our clients open job requirements.
* Scheduling Interviews for Consultants and guiding them at the time of interview by providing the information of the client.
* Posting and maintaining jobs online.
* Extensively worked on negotiating of rates on W2/1099/ C2C.
* Searching resumes using job portals like Dice and Monster.
* Screening Resumes matching the skill set with the requirement.

**Knowledge Momentum
Senior Technical Recruiter (US IT Recruitment) June12–March16**
**Responsibilities:**

* Responsible for the recruitment of qualified technical professionals for the IT and non-IT’s department.
* Extensive experience in identifying suitable candidates for direct placement position and contract to hire positions and contracting positions based on client needs.
* Working on direct client requirements for Contracts positions
* Shortlist the most suitable resource in the time and submitting it to the sales.
* Submitting the resource with confirmation from the candidate and the vendor.
* Interviewing GC/US Citizen/H1B consultants for various requirements according to the Client request
* Ensuring that the candidates joining on time by keeping contact touch with them.
* Sourcing diverse candidates & leveraging diverse candidate pipelines.
* Experienced with full cycle of staffing services, such as finding candidates through different sourcing techniques,
* Screening of resumes, interviews, salary negotiation, and working closely with Account managers.
* Keeping a track of running technologies and trends of the market rates for them also from time to time getting useful resources in our database and keeping good relationships with them.
* Keeping good relationship with the Client/Preferred Vender procurement staff & or Manager to get their requirement on Daily basis and try to work on them on one on one.
* Proficient with external job boards-social networking sites like Dice/Monster/ JOB DIVA /Linked In/ etc.
* Performed full lifecycle recruiting utilizing a combination of referrals, networking, and internet search and job postings.

**EDUCATIONAL CREDENTIALS**

**PGDM (Human Resources) 2012**

Babu Banarsi Das National Institute of Technology and Management, Lucknow.

**B.A, 2009**

C.S.J.M., Kanpur