



**Certified Application Associate**



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## NIRAV JOSHI

### SUCCESSFACTORS CONSULTANT

Driven and dedicated HR Technology Consultant with a passion for SAP SuccessFactors RCM Implementation and support. Seeking a challenging position where I can enhance the opportunity to execute my expertise in implementing and enhancing SF RCM suit. Committed to enhancing organizational efficiency, enabling data-driven, decision-making and contributing to growth and success of the company.

## SF RCM SKILLS

Data Models	Talent Pipeline	Talent Acquisition/Recruitment	HR Analytics & Data Management
Route Maps	Email Notification	Offer Detail Templates	HR Transformation
Date Purge	Tokens	Canvas Reporting	Business Rules in Recruitment
JRDM CPT CDM ODT	Help Text	Overrides	Email Trigger

## BACKGROUND

Currently working as an independent consultant/freelancer. I am always eager to learn new things and possess a high degree of intellectual curiosity. Consistently proven my ability by combining leadership and experience from roles with in IT Software Development, Infrastructure & Operations, Innovation. A good combination of understanding of business Process of a company and implementation Success Factor SAP software as per the requirement.

## EDUCATION

- ✓ B.Sc. (Information Technology) with First Class.
- ✓ LLB with First Class.
- ✓ LLM with First Class.

## PROFESSIONAL CERIFICATIONS

- ✓ SAP Certified – SuccessFactors Recruiting Management
- ✓ SAP Certified Application Associate – SuccessFactors Recruiting Marketing
- ✓ Introduction to Mastery - SuccessFactors

## IT SKILLS & SOFTWARE EXPOSURE

- ✓ HTML/ XML
- ✓ CSS
- ✓ PYTHON
- ✓ SAP SUCCESSFACTORS RCM/RMK

## EMPLOYMENT HISTORY

COMPANY NAME	DESIGNATION	TENURE
MOLTEN INFOTECH LLP.	SUCCESS FACTOR CONSULTANT	1 <sup>st</sup> July 2015 - 30 <sup>th</sup> June 2022

SHANTI SHIPPING PVT. LTD.	ASSISTANT MANAGER HR PROJECTS	5 <sup>th</sup> May 2006 - 7 <sup>th</sup> February 2012
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## WORK EXPERIENCE IN MOLTEN

### SUCCESS FACTOR CONSULTANT (RCM)

- ✓ Certified SuccessFactors Consultant with 15+ years of total experience which includes 7+ in SuccessFactors experience. Multiple support projects, upgrades, rollout. Received several hats in the SF COE team, Training Lead, SME; performed Capability building/upskilling, RFPs/Proposal support, team building, and innovative solutions.
- ✓ Having experience in Project Execution in delivery model.
- ✓ Overall excellence in AMS Support, and strategy. Very successful in the integration of SAP SuccessFactors within a business.
- ✓ Proven track record in "Getting things done", "Making it happen" and "Adding value for the company."
- ✓ New Product- Development, and along with my strong technology savvy.
- ✓ I am able to take up complex problems.
- ✓ Met with channels/customers to understand their current environment, key business issues/drivers, and future technology requirements. Worked closely with customers on the requirements to provide technical solutions – Identified requirements, including technical details sufficient for product definition.
- ✓ Developed and established strong relationships with strategic clients and industry partners.
- ✓ Provided product updates and advice to clients – Explained the capabilities and business benefits of solutions to the customer.
- ✓ Worked on Various Change Request which includes Talent Pipeline, Evergreen Requisition, creating new offer letter templates, Writing Business Rules, Data Purge, Email Notifications Etc.
- ✓ Regularly engage with the senior leadership team in the organization and provided solution for client to ensure the issues are closed in a timely manner.
- ✓ Provides subject matter expertise to maintain the appropriate lifecycle for the technologies in scope, including technology risk, refresh.
- ✓ Responsible for AMS Project, Ticket Resolution, Change Request.
- ✓ Manage projects according to standard SuccessFactors methodology. Provide for overall management of SuccessFactors projects including any associated products and services, project tools and techniques to help ensure good practices.
- ✓ Help to manage relationship and personalities and team productivity. Make projections about the project's risks and uncertainties.
- ✓ Managed HR track Incidents using Service Now and liaised with Business users to provide support for Recruiting modules' incidents.
- ✓ Provide technical expertise on SAP Success Factors modules.
- ✓ Assist clients in implementing and configuring SAP Success Factors solutions to meet their business requirements.
- ✓ Develop templates for various HR processes using SF6 (Success Factors Framework) and manage projects from initiation to delivery.
- ✓ Collaborate with cross-functional teams to identify client needs and develop tailored solutions.
- ✓ Offer training and support to clients on the usage of implemented SAP Success Factors modules.

### PROJECTS WORKED ON AS SUCCESS FACTOR CONSULTANT (RCM)

- ✓ Britvic plc.
- ✓ Carlsberg.
- ✓ Am General.
- ✓ European Bank for Reconstruction and Development(EBRD).

## WORK EXPERIENCE IN SHANT SHIPPING PRIVATE LIMITED

### ASSISTANT MANAGER HR (TALENT ACQUISITION) & PROJECTS

- ✓ Develop a sustainable talent acquisition and hiring plans and strategies
- ✓ Design, plan and execute employer branding activities
- ✓ Encourage employees to be brand ambassadors
- ✓ Retaining of performing employees and managing the talent
- ✓ Plan employee referral programs
- ✓ Understanding of remuneration packages and negotiating on offers
- ✓ Offering ESOP's & incentives and variable oriented packages for senior employees
- ✓ Source and find candidates qualified for open positions
- ✓ Perform analysis of hiring needs and provide employee hiring forecast
- ✓ Design, plan and execute selection processes (conduct interviews and screening calls, administer psychological tests etc.)
- ✓ Reviews employment applications and background check reports
- ✓ Find bottlenecks in the recruiting process
- ✓ Suggest measures for improving employee retention
- ✓ Lead, oversee and supervise members of the recruiting team
- ✓ Use sourcing methods for hard-to-fill roles
- ✓ Conducting campus recruitment in colleges like IIM, NIT, IIT, VJTI, NMIMS, Symbiosis.

- ✓ Handling entire process of campus recruitment right from employer branding to on boarding
- ✓ Managing the attrition

## PERSONAL INFORMATION

**Nationality** : Indian  
**Languages** : English, Hindi, Marathi, Gujrati, Kutchi  
**Gender** : Male  
**Current Address** : Thane, Maharashtra, India