Rohit Dinkar

Professional Certified SAP SuccessFactors Lead Consultant

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Professional Summary:

- **SAP SuccessFactors Certified Professional** with over 10 years of dynamic, results-driven experience, including 8.5+ years leading end-to-end implementation projects.

- **Expert in managing full project lifecycles**, ensuring successful delivery. Certified in SuccessFactors Recruiting Management (RCM), Recruiting Marketing (RMK), Onboarding 2.0 (ONB), and Employee Central (EC) – Core Modules.

- Delivered **15+ successful projects** across Recruiting Management, Recruiting Marketing, Recruiting Posting, and Onboarding (1.0/2.0) solutions, including Onboarding (ONB), Offboarding (OFB), Cross-Boarding, and Rehire.

- Results-driven **team leader** with expertise in managing complex challenges, multitasking, and achieving business goals. Currently leading a team of **six consultants** to deliver successful outcomes.

- Collaborated effectively with stakeholders at all levels, including top management, business leads, and end users, for requirements gathering, demos, design, testing, training, and rollout.

- Actively involved in **pre-sales activities**, scoping, system demonstrations, and providing accurate estimations and project scoping for SAP SuccessFactors implementations.

- Currently employed at **Rolling Arrays Consulting Sdn. Bhd.**, Kuala Lumpur, Malaysia since November 2019.

Skills Summary:

- Led requirement gathering, Fit-Gap analysis, and process design for Recruiting, Onboarding, and Offboarding modules integrated with Employee Central (EC), ensuring smooth configuration, testing, and Go-Live activities.

- Designed, configured, and implemented Recruiting processes (Requisition Creation, Job Profile Builder, Candidate Selection, Offer Management), On/Offboarding workflows (Standard/Custom Tasks, Responsible Groups, MDFs, Email Services, RBP).

- Managed seamless integration across EC, RCM, ONB, LMS, and OFB modules, ensuring smooth data flow and accurate system mapping.

- Led workshops, including training, UAT, and cut-over activities, ensuring a successful Go-Live and providing post-Go-Live hyper care support.

- Authored Business Process Documents (BPDs), test scenarios, and UAT scripts to ensure alignment with business requirements and timely issue resolution.

- Acted as the primary point of contact for daily stand-ups with project sponsors, providing weekly status updates on progress, risks, and issues.

- Collaborated with internal teams to tailor SuccessFactors modules to meet client-specific needs and provided demos and effort estimation to Sales and Pre-Sales teams.

Certification & Education:

- **Certification** - SAP Certified Application Associate - SAP SuccessFactors Recruiting - Recruiter Experience
- **Certification** - SAP Certified Application Associate - SAP SuccessFactors Recruiting - Candidate Experience
- **Certification -** SAP Certified Application Associate - SAP SuccessFactors Employee Central Core
- **Certification -** SAP Certified Application Associate - SAP SuccessFactors Onboarding
- Earned a Bachelor of Technology (B. Tech) degree from Uttar Pradesh Technical University, India in 2014
- Completed Secondary School Certificate (S.S.C.) from CBSE Board in 2010
- Completed Higher Secondary Certificate (H.S.C.) from CBSE Board in 2008.

Professional Experience:

Rolling Arrays Consulting Sdn. Bhd – Kuala Lumpur, Malaysia **Designation** - Lead Consultant	Nov 2021 – Till Date

Project 16: Agency for Science, Technology and Research (A*STAR) - Singapore

- **Project Duration:** Feb 2024 – Present
- **Team Size:** 4
- **Modules:** Recruiting Management (RCM), Recruiting Marketing (RMK), Recruiting Posting (RP), On-boarding 2.0 (ONB 2.0) & Off-boarding 2.0 (OFB 2.0).
- **Role:** Lead Consultant
- **Roles & Responsibilities:** Leading and Implementing Recruiting Management, Recruiting Marketing, Recruiting Posting, Job Profile Builder, and On/Off - boarding 2.0, modules, Custom BTP Solutions and integrations.

Project 15: Resorts World Sentosa Pte. Ltd (RWS) - Singapore

- **Project Duration:** Feb 2023 – Feb 2024
- **Team Size:** 4
- **Modules:** Recruiting Management (RCM), Recruiting Marketing (RMK), Recruiting Posting (RP), On-boarding 2.0 (ONB 2.0) & Off-boarding 2.0 (OFB 2.0).
- **Role:** Lead Consultant
- **Roles & Responsibilities:** Led and Implemented Recruiting Management, Job Profile Builder, Recruiting Marketing, Recruiting Posting and On/Off - boarding 2.0 modules for all the groups of Resorts World Sentosa, Singapore.

Project 14: Singapore University of Technology & Design (SUTD) - Singapore

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- **Project Duration:** July 2022 – Feb 2023
- **Team Size:** 3
- **Modules:** Recruiting Management (RCM), Recruiting Marketing (RMK), Recruiting Posting (RP), On-boarding 2.0 (ONB 2.0) & Off-boarding 2.0 (OFB 2.0).
- **Role:** Lead Consultant
- **Roles & Responsibilities:** Led, Implemented and Supported Recruiting Management, Job Profile Builder, Recruiting Marketing, Recruiting Posting and On/Off -boarding 2.0 modules for all the verticals of Singapore University of Technology & Design, Singapore.

Project 13: National Healthcare Group (NHG) - Singapore

- **Project Duration:** Jan 2022 – Jan 2023
- **Team Size:** 4
- **Modules:** Recruiting Management (RCM), Recruiting Marketing (RMK), Recruiting Posting (RP), On-boarding 2.0 (ONB 2.0) & Off-boarding 2.0 (OFB 2.0) and Qualtrics.
- **Role:** Lead Consultant
- **Roles & Responsibilities:** Led and Implemented Recruiting Management, Job Profile Builder, Recruiting Marketing, Recruiting Posting and On/Off - boarding 2.0 modules for all the institutions of NHG Group.

Project 12: National University Health System (NUHS) - Singapore

- **Project Duration:** Jan 2021 – Dec 2021
- **Team Size:** 4
- **Modules:** Recruiting Management (RCM), Recruiting Marketing (RMK), Recruiting Posting (RP), On-boarding 2.0 (ONB 2.0) & Off-boarding 2.0 (OFB 2.0)
- **Role:** Lead Consultant
- **Roles & Responsibilities:** Led, Implemented and Supported Recruiting Management, Job Profile Builder, Recruiting Marketing, Recruiting Posting and On/Off -boarding 2.0 modules for all the institutions of NUHS Group.

Project 11: Maxeon Solar Technologies - Singapore

- **Project Duration:** Sep 2021 – Feb 2022
- **Team Size:** 3
- **Modules:** On-boarding 2.0 (ONB 2.0), Off-boarding 2.0 (OFB 2.0), and Cross-boarding 2.0
- **Role:** Lead Consultant
- **Roles & Responsibilities:** Led, Implemented and Supported On-boarding 2.0, Off-boarding 2.0 and Cross-boarding 2.0 modules for all 16 countries of Maxeon Group.

Project 10: Bank Islam Malaysia Berhad - Kuala Lumpur, Malaysia

- **Project Duration:** Apr 2021 – Sep 2021
- **Team Size:** 3
- **Modules:** Recruiting Management (RCM), Recruiting Marketing (RMK), Recruiting Posting (RP)
- **Role:** Lead Consultant
- **Roles & Responsibilities:** Led, Implemented and Supported Recruiting Management, Recruiting Marketing, and Recruiting Posting modules for all the legal entities of BIMB.

Project 09: Credit Guarantee Corporation Malaysia Berhad (CGC) - Selangor, Malaysia

- **Project Duration:** Jan 2021 – Jun 2021
- **Team Size:** 3
- **Modules:** Recruiting Management (RCM), Recruiting Marketing (RMK), Recruiting Posting (RP)
- **Role:** Senior Consultant
- **Roles & Responsibilities:** Led, Implemented and Supported Recruiting Management, Job Profile Builder, Recruiting Marketing, Recruiting Posting and On/Off -boarding 2.0 modules.

Project 08: Dialog Group Berhad - Kuala Lumpur, Malaysia

- **Project Duration:** Aug 2020 – Jan 2021
- **Team Size:** 2
- **Modules:** Off-boarding 1.0 (OFB 1.0)
  Role: Senior Consultant
- **Roles & Responsibilities:** Led, Implemented and Supported Offboarding 1.0 for multiple countries.

Project 07: United Motor Works (UMW) - Kuala Lumpur, Malaysia

- **Project Duration:** Dec 2019 – July, 2020
- **Team Size:** 2
- **Modules:** Recruiting Management (RCM), Recruiting Marketing (RMK), Recruiting Posting (RCP), On-boarding 1.0 (ONB 1.0) & Off-boarding 1.0 (OFB 1.0)
- **Role:** Consultant
- **Roles & Responsibilities:** Led, Implemented and Supported Recruiting Management, Marketing Posting and Onboarding modules using Job Profile Builder & Employee Central for three Business Units- Equipment, Manufacturing & Engineering and Corporate Services.

HCM Info Systems Pvt. Ltd – Noida, India	Oct 2016 – Oct 2019
Designation - Associate Consultant	

Project 06: Prism Johnson Limited - Mumbai, India

- **Project Duration:** Aug 2018 – Oct 2019
- **Team Size:** 4
- **Modules:** Recruiting Management (RCM), Recruiting Marketing (RMK), Recruiting Posting (RCP), On-boarding 1.0 (ONB 1.0) & Off-boarding 1.0 (OFB 1.0)
- **Role:** Consultant
- **Roles & Responsibilities:** Led, Implemented and Supported Recruiting Management, Posting and Onboarding modules using Job Profile Builder & Employee Central for three divisions (Prism Cement, H & R Johnson, Prism RMC.

Project 05: Vaibhav Global Limited (VGL Group) - Jaipur, India

- **Project Duration:** June 2018 – Nov 2018
- **Team Size:** 5
- **Modules:** Recruiting Management (RCM), Recruiting Marketing (RMK), Recruiting Posting (RCP), On-boarding 1.0 (ONB 1.0) & Off-boarding 1.0 (OFB 1.0)
- **Role:** Lead Consultant
- **Roles & Responsibilities** Led, Implemented and Supported Recruiting Management, Posting and Onboarding modules using Job Profile Builder, First Advantage BGV, E-Verify & Employee Central for multiple countries - INDIA, USA, UK, China, Hong Kong, Thailand & Indonesia.

Project 04: Advantmed - Ahmedabad, India

- **Project Duration:** Dec 2017 – June 2018
- **Team Size:** 5
- **Modules:** Recruiting Management (RCM), Recruiting Marketing (RMK), Recruiting Posting (RCP), On-boarding 1.0 (ONB 1.0) & Off-boarding 1.0 (OFB 1.0)
- **Role:** Lead Consultant
- **Roles & Responsibilities** Led, Implemented and Supported Recruiting Management, Posting and Onboarding modules using Job Profile Builder, First Advantage BGV, E-Verify & Employee Central for multiple countries - INDIA, USA, UK, China, Hong Kong, Thailand & Indonesia.

Project 03: HCM Info Systems Pvt. Ltd – Noida, India

- **Project Duration:** June 2017 – Nov 2017
- **Team Size:** 2
- **Modules:** Recruiting Management (RCM) and On-boarding 1.0 (ONB 1.0)
- **Role:** Consultant
- **Roles & Responsibilities:** Led & Implemented RDS (Rapid Deployment Solution) for Recruiting Management (RCM) & Onboarding (ONB) Modules.

Project 02: Hindustan Zinc Limited (HZL) – Udaipur, India

- **Project Duration:** Dec 2016 – June 2017
- **Team Size:** 2
- **Modules:** Recruiting Management (RCM) and On-boarding 1.0 (ONB 1.0)
- **Role: Associate** Consultant
- **Roles & Responsibilities:** Responsible for end-end testing of recruiting & onboarding modules using SAP On-premise HRIS software.

Project 01: DCM Shriram – New Delhi, India

- **Project Duration:** Dec 2016 – Feb 2017
- **Team Size:** 2
- **Modules:** Recruiting Management (RCM) and On-boarding 1.0 (ONB 1.0)
- **Role: Associate** Consultant
- **Roles & Responsibilities:** Responsible for end-end testing of recruiting & onboarding modules.

Innova Solutions (formerly ACS Solutions) – Noida, India	**May 2015 – Sep 2016**
Designation – US-IT Recruiter	

Roles & Responsibilities:

- Involved into Full Recruitment lifecycle starting from Sourcing to On-boarding for US client, such as Wipro, CSC.

- Responsible for screening and shortlisting Resume's based on skill sets and the client requirements

- Focused on recruitment of SAP Consultants including (On Premise and On Cloud) like SAP ABAP, SAP FI/CO, SAP SuccessFactors, SAP SCM (Supply Chain Management), and SAP HCM (Human Capital Management).

Safeway Technologies – Noida, India	**Feb 2015 – Apr 2015**
Designation – Technical Support Executive	

Roles & Responsibilities:

- Provided technical support for software and network issues through multiple channels like AnyDesk, Team Viewer.

- Installed, configured, and maintained systems, software, and peripherals for optimal performance.

- Documented support requests, solutions, and customer interactions, ensuring accurate records.

Awards and Recognitions:

- **Onsite Training Delivery in SAP Singapore** – Delivered onsite training, educating clients on the functionality and features of the ONB 2.0 module to enhance user proficiency and system utilization.
- **Legendary Award** – Awarded for completing 5 years with Rolling Arrays Consulting Sdn. Bhd.
- **Be an Educator Certificate** – Recognized for exceptional contributions to employee training and knowledge-sharing at Rolling Arrays Consulting Sdn. Bhd.
- **Consistent Performance Certificate** – Honored for sustained excellence and performance at HCM Info Systems Pvt. Ltd.
- **Dramatics Award & Certification** – Recognized for active participation and outstanding contribution to college events.
- **Media and Sports Coordinator Certification** – Acknowledged for leadership and contributions to media and sports activities in college.
- **CLHRD Building People Certification** – Awarded for significant involvement in college programs and events organized by CLHRD, Mangalore.