

**Ravi Santhati**  
**Mobile: +91 91823 28819**  
**Email ID: [santhatiravikumar7777@gmail.com](mailto:santhatiravikumar7777@gmail.com)**



Ravi an experienced certified SAP SF Analyst, is involved in Implementation and Support projects of varied lengths and complexities in different capacities. Acquired skills through various roles including business analysis, design, functional and technical development of applications, systems & integration testing, across several industry sectors.

### **Professional Summary**

- Having 2.5+ Years of experience in SAP Success Factors RCM & RMK.
- Experience in end-to-end process from design, build, testing, and post go-live activities.
- Good understanding of business processes across various industries.
- Ability to work in both independent and team environments.
- Excellent team player with strong communication and interpersonal skills.
- Excellent at understanding the business requirements of the client.
- Working closely with technical teams for various functional queries.

### **Education and Certifications**

- SAP Certified Application Associate: Success Factors RCM
- MBA from Noida International University
- Bachelor of technology (B.Tech ) from LBRCE

### **Work experience**

Working as SAP SF Analyst in TCS (May 2022 – Present)

**Client: ALSTOM (June 2023 – present)**

**Role: SAP SuccessFactors Analyst (RCM & RMK)**

- Working on the XML templates as per the business requirements throughout the Operations support.
- Update the configuration workbook according to the change requests involved in monthly Sprints.
- Worked on MS Teams integration with SAP SuccessFactors
- Configured Offer Approval template
- Worked on RBP permissions, Template level permissions, Applicant Status Configuration, Picklist Center, Business Rules, Recruit to Hire Data Mapping, manage rules in Recruiting, Manage Recruiting Settings etc.
- Worked on SSL Certification Renewal, adding filter fields in Career Site Builder.
- Resolving Incidents to help regular issues like, posting links, Notifications, candidate application issues, offer letter token issues, Interview Central, Interview Scheduling etc.
- Usage of ticketing tools such as ServiceNow

- Updating the job requisition fields, changing the candidate status in applicant status through Integration Center.
- Experience in doing the impact analysis based on SAP release.
- Experience in configuring job requisition templates and defining permission for requisition (RBP).
- Experience with Email-Notification Template creation, Recruiting Email Template, and Recruiting Offer Letter, Recruiting Header/Footer Templates.
- Experienced Outlook Integration via Interview scheduling Functionality.
- Worked on Candidate to employee integration template to map the data from RCM to EC
- Configured Business rules to select default picklist value in job requisition template.
- Experience in Outlook Integration via Interview scheduling Functionality

**Client: EY (May 2022 – June 2023)**

**Role: SAP SuccessFactors Analyst (RCM)**

- Experience in SAP release testing activities like preparing test scripts, testing the end-to-end recruitment process by using Azure DevOps.
  - Experience in post refresh activities like updating home page tiles URL's, data masking activities like salary masking, email masking, national id masking and D.O.B
  - Experience in adding prescreening questions by importing questions from csv as well as from admin center,
  - Experience in updating Recruiting Email Template, and Recruiting Offer Letter, Recruiting Header/Footer Templates.
  - Experience in providing user access in recruiting for recruiter, sourcer, admin roles.
  - Experience in providing agency access and solving agency related issues like password resetting, adding new agent to the agency.
  - Experience in raising incidents with SAP
  - Created Knowledge Base documents to educate the customers on various topics within the Product and the current functionality
- Experience in Integration with job boards like LinkedIn, IIMJobs, Naukri