

## YOGANANDA REDDY C

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Bengaluru

Karnataka.

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### EXPERIENCE SUMMARY:

- Professional with 3+ years of experience in IT technologies, specializing in **Recruiting Management(RCM), Recruiting Marketing(RMK) and Onboarding 1.0 modules at LTIMindtree**. Skilled in optimizing recruitment workflows and ensuring seamless onboarding processes.

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### WORK SUMMARY:

- Over 3+ years of experience working with SAP SuccessFactors, specializing in the Recruitment Module (RCM), Onboarding 1.O, RMK and Onboarding 2.O
- Currently enhancing skills by learning Onboarding 2.0 and ABAP.
- Extensive experience in all phases of the RCM module lifecycle, including design, build, and testing.
- Proficient in handling support tickets and related activities, with strong documentation skills.
- Expertise in Job Requisition, Candidate Management, Interview Central, and Interview Scheduling processes.
- Involved in creating job requisitions, adding candidates, conducting candidate searches, and grading candidates post-interview.
- Experienced in managing the talent pipeline, including moving candidates through stages such as New Application, Forwarded, Interview, Hired, Offer, Onboarding, and Not Qualified.
- Responsible for moving offer letter templates to production, designing offer approval templates and business rules for various states.
- Skilled in configuring Panels and Forms, integrating Onboarding with Employee Central (EC), and managing pending hires across 10 countries in Onboarding 1.0.
- Strong analytical, problem-solving, and communication skills, both oral and written.
- A dedicated team player with a strong work ethic.

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### TECHNICAL SKILLS:

- SAP SuccessFactors Recruitment Management (RCM)
- SAP Onboarding 1.0
- SAP SuccessFactors Recruiting Marketing (RMK)
- Onboarding 2.0

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### PROJECTS IN LTIMindtree:

#### Project #1:

**Client:** Client based Project

**Type:** Single Country Implementation

**Role:** Consultant

**Module/s:** Recruiting

**Roles and Responsibilities:**

- Configured Approval Flows, Job Requisitions, Candidate Applications, Candidate Profiles, Offer Approvals, and created Offer Letters and Email Templates in SAP SuccessFactors.
- Provided ongoing support and troubleshooting for system issues to ensure minimal process disruption.
- Collaborated with cross-functional teams to gather and analyze business requirements, ensuring alignment with best practices and organizational goals.
- Worked closely with Business Teams and Clients to understand their challenges and proposed innovative solutions leveraging SAP SuccessFactors capabilities.

**Project #2:**

**Client:** LTI Internal project

**Type:** Multi-Country Implementation

**Role:** Consultant

**Module/s:** Recruiting

**Roles and Responsibilities:**

- Configured approval flows, job requisitions, candidate applications, candidate profiles, offer approvals, and integrated data models within SAP SuccessFactors.
- Managed the integration of Recruiting with Onboarding and Employee Central modules.
- Led migration activities for Day 1 and Day 2, including the import of 3 laks candidate records into the recruiting system.
- Created offer letters and email templates, and successfully moved them to production.
- Handled support tickets related to Recruiting Management (RCM) within SAP, ensuring timely resolution.
- Provided ongoing system support and troubleshooting to minimize disruptions.
- Conducted training sessions on SAP SuccessFactors functionality for users.
- Collaborated with cross-functional teams to gather and analyze business requirements, ensuring alignment with best practices and organizational goals.
- Worked closely with Business Teams and Clients to identify challenges and deliver innovative solutions using SAP SuccessFactors capabilities.
- Gained foundational knowledge in the implementation and development of SAP SuccessFactors modules, including Recruitment Management (RCM), Recruitment Marketing (RMK), and Onboarding 1.0.
- Demonstrated strong experience in offer letter management within the system.

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**CERTIFICATIONS:**

- (RCM) SAP Certified Application Associate – SAP SuccessFactors Recruiting: Recruiter Experience.
- (RMK) SAP Certified Application Associate – SAP SuccessFactors Recruiting: Candidate Experience

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**EDUCATION DETAILS:**

- B.Tech in Mechanical Engineering from Sri Venkateswara Institute of Technology, with 73.5% – 2021
- Intermediate from Sri Masters Junior College, with 81.7% – 2017
- SSC from Z.P. High School, with 7.3 GPA – 2015

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**DECLARATION:**

I hereby declare that the above information is true to the best of my knowledge

Date: -

Place: Bengaluru

Yogananda Reddy C.