# SANKET SHARMA

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## SAP SuccessFactors EC Consultant

### PROFESSIONAL SUMMARY

Results-and driven SAP SuccessFactors Employee Central Consultant with a solid background in IT recruitment, HR cloud solutions, and SAP ecosystem tools. Skilled in provisioning access, data modeling, role-based permissions, workflow configuration, and MDF object customization. Experienced in implementing end-to-end SF EC solutions with knowledge of SAP Activate methodology, XML configurations, and foundational data setup.

### CORE COMPETENCIES

- SAP SuccessFactors EC Modules: Corporate & Succession Data Models, HRIS Propagation, Event Reason Derivation, Position Org Chart  
- Configuration Tools: Provisioning Access, Manage Workflow Requests, Role-Based Permissions, Custom Portlets, Picklist Management  
- Methodologies: SAP Activate, SuccessFactors BizX Implementation  
- Technical Skills: Python (Basic), Bash, Jira, SDLC, Microsoft Visio, Excel, PowerPoint  
- HR Platforms: SAP Fieldglass, Ariba, Peoplesoft HRMS, ATS (Ceipal, Bullhorn, Job Diva)

### PROFESSIONAL EXPERIENCE

**1 Point System, Noida**

**SAP SuccessFactors EC Consultant**

**Dec 2019 – Present**

* Assisted in full-cycle SAP SuccessFactors EC configuration projects using SAP Activate methodology
* Configured Corporate Data Model, Country-Specific Corporate Data Models, Succession Data Models, and Event Reason Derivation
* Managed ESS & MSS setup, including Permission Roles/Groups under Role-Based Permissions  
  - Designed workflows for Position Org Chart including Add Peer/Lower Positions, and Advanced Position Management
* Developed Custom Portlets, configured People Profile sections, and managed Configuration UI using MDF
* Imported/Exported Employee and Foundation Data via CSV; worked on XML pad for data models
* Managed Workflow Execution for hire requests, email notifications, and onboarding events
* Utilized SAP tools including Provisioning, SAP Launchpad, and PartnerEdge

Key Highlights:  
✔ Contributed to end-to-end Add/Hire New Employee and Manage Pending Hires flows  
✔ Created and executed workflow rules for EC events  
✔ Implemented RBP matrix for end users, HR Admins, and Managers

**Atos Syntel, Pune/Gurugram**

**Senior Consultant | Transitioning to SAP SF EC**

**Dec 2018 – Nov 2019**

* Supported employee data migration projects as part of HRMS transformation
* Worked with consultants on SuccessFactors EC workflow design and role configuration
* Documented SOPs for onboarding, succession planning, and job requisition using SF templates

HR Responsibilities:

* Responsible for handling End to End recruitment activities for US.
* Responsible for gathering demands/ requirements from delivery, PDAC Team.
* Worked with Delivery & Engagement managers on all staffing related issues, budget, joining of candidates, interviews and discuss the core of job description.
* Worked on sourcing portals for new profiles.
* Worked on Syntel’s internal database (Hirecraft) for tagging candidates, generate ticket ID, status update to interviews, feedback, offer and joining.
* Attending conference calls/ virtual meetings for discussing escalations, criticality, strategies and deadline for demand fulfilment.
* Responsible for direct sourcing and vendor support for requirement fulfilment.
* Scheduling interviews/conference/meetings with candidate and panel.
* Conducting weekend drives in case of bulk requirements/ RFPs.
* Create & maintain a custom database of candidates and job requisitions from open to close posting and maintaining jobs online.
* Experience on Recruitment module Peoplesoft HRMS portal for releasing offer, employee ID creation, arrangement of candidate’s logistics and other onboarding activities.
* Handling BGV & DT, coordination with agency to get the search completed.
* Worked with finance team for payroll, travel team for logistics arrangement of candidates.
* Worked with HR team for giving clarity on induction.

**Previous Roles (2012 – 2018)**

* **EApps Tech, Noida/Hyd | Sr. IT Recruitment (US) Mar 16 to Nov 18**
* **Technology Resource Group | Lead Recruiter (US) Dec 14 to Mar 16**
* **IDC Technologies | Lead Recruiter (US) March-14 to Nov 14**
* **Net2Source | IT Recruitment – Lead (US) April- 13 to March-14**
* **E-Solutions | IT Recruitment Executive (US) Sep 12 to April-13**

**Key Contributions:** E2E Full Lifecyle Recruitment, Onboarding, Delivery, Account Management, Vendor Management, ATS Optimization, Diversity Hiring, Process Automation

### TRAINING & PROJECTS

- SAP SuccessFactors Employee Central & Recruiting – In Progress  
 Topics: Org Chart, MDF Framework, Data Models, RBP, Picklist Management, Workflow Rules  
- HRMS System Migration – Atos: Legacy to Cloud-based HR systems  
- Python for HR Analytics – Scripting for reporting and analysis

### CERTIFICATIONS

- SAP Certified Application Associate – SuccessFactors EC (Planned)  
- LinkedIn Learning: Recruiting Module (Completed)  
- Certified IT Business Analyst – QBI Noida

### EDUCATION

🎓 B.E. Electronics & Instrumentation – RGTU, Bhopal

### ACHIEVEMENTS

🏆 Best Performer Award – 1 Point  
🏆 Spot Awards for Recruitment on High-Priority Projects  
🏆 Recognized for Automation & Efficiency in Hiring Process