SAP SuccessFactors RCM Consultant

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Career Objective:

      Driven and dedicated HR technology consultant with a passion for SAP Successfactors RCM implementation and support. Seeking a challenging position where I can apply my expertise in implementing and enhancing SF RCM suit. Committed to enhancing organizational efficiency, enabling data-driven decision-making, and contributing to the growth and success of the company.

Professional Summary:

- 3.8 years of experience in SAP Successfactors RCM.
- A proven track record of successful SF RCM implementation.
- I have been involved in implementation teams executing full project life cycle from project preparation through blueprint, realization, cutover, go-live, hyper-care and BAU support.
- Prepared the functional specification document and updated the workbook.
- Interacting with client on daily basis and understanding their requirements.

Experience Details:

Accenture Solutions

Project 1: Automobile Industry

Period: August 2021- January 2025
Project will deploy SAP Successfactors suit in replacement of SAP HCM and Taleo system.

Roles and Responsibilities:s

- Working as SF RCM consultant.

- Giving demo to markets and making users understand how to use the product efficiently.

- Updating the workbook and performing the unit testing.

- Implementing RCM project and provided support later.

- I have been involved in implementing RCM project executing full project life cycle from project preparation through blueprint, realization, cutover, go-live.

- Test case preparation and testing of application & change releases.

- Preparing process documentation and user manuals.

- Responsible for activities of AMS project.

Project 2:   Assessment Integration

Customer: Insurance Company

Period: August 2024 – January 2025

Project will integrate an assessment vendor to SF RCM..

Roles and Responsibilities:

- Requirement gathering and analysis.
- Created inbound and outbound fields.
- Testing for all the criteria.
- Moved to production and hyper care.
- Prepared the application interface document.

Infosys

Project 3: Automobile Industry

Period: January 2025 – present

- Working as RCM and RMK consultant.
- Understanding the issues of recruiting users and providing solutions.
- Working with new enhancements and doing user acceptance testing and preparing documents for enhancements.
- Redesigning the RMK career site builder.
- Preparing the Application Interface Document.

Skills:

Recruiting Management (RCM):

- Creating permission groups and roles
- Defining route map and configuring of interview pipeline in multistage applications
- Defining and configuring the fields and permissions for various stages for the operators in the template.
- Configuring offer approval and offer letter
- Enabling languages packs as per the client requirement
- Enabling email notification and customization of notifications
- Position mapping
- Configuring Talent Pipeline and talent gateway Questionnaires
- Configuring email templates and associating email triggers and applicant status.
- Configuring Talent Pool pipeline status, Status set and Email campaign.

Certifications:

- SAP Certified Application Associate - Data Integration with SAP Data Services 4.2
- SAP Certified Application Associate – SAP Successfactors RCM

Education:

- B.E (ECE) from KLS Gogte institution of technology, Belagavi with 8.98 CGPA in 2021.

Declaration:

I hereby declare that the details above are correct and true to the best of my knowledge.

Regards,

Date -   Pratibha S Avoji