



## Dhruvdevi Gohil

Human Capital Consulting

HR Transformation

India, Gandhinagar

Years of Experience: 7+ years

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### Profile :

I have handled multi-national SAP Successfactors EC implementation projects and executing global large-scale HR transformations projects from strategy to post go-live optimizations. I would like to take this opportunity to describe myself as someone who has an ability to grow as an individual professionally and personally with job, I like working in SAP SuccessFactors since it is very challenging and keeps you motivated because there is always a sense of accomplishment and deep satisfaction once you have completed the final work product.

I am a SF Employee Central Core Professional Certified Consultant. Apart from Consulting I have also taken responsibilities as a Tech Lead in my current project at Deloitte. I have around 7 years of work experience and 5 years in SAP SuccessFactors EC. Where my expertise exists in EC Core configuration, Data Migration, Document Generation, Role Based Permissions, Integration Centre, Business Rules etc.



### Key Skills

#### Business & Technology Skills

- Application Development
- Requirement gathering
- Gap Analysis
- User Training
- Development and training
- Stake Holder Management

#### Industry Experience

- FMCG Sector
- Manufacturing Industry
- Consulting Sector, IT
- Pharmaceuticals

#### Certificates

- SAP Certified SuccessFactors
- Associate Employee Central Core

#### Education

Bachelors in computer Science (B.Sc.IT),  
Computer Science with Information Technology - 2017

## Technical Skills :

- Worked in different phases of Project from Project kick-off, Requirement gathering, Process designing and solution designing.
- Involved in full process of data gathering and analysis on user requirement, project design, strong project implementation, post-implementation support and roll-out
- Successfully supported in conducting Playbacks, SIPs and Training Sessions for client
- Excellent process knowledge in Core HR.
- For SAP integration projects with HCM requirements and standard integration to the SAP SF system , I have worked closely with BIB Consultant helping to with EC related data.
- Responsible for contributing to SuccessFactors EC product implementation and updates through configuration and customization.
- Engaged in Employee Central implementation in a major Pharmaceutical company based out of India, Egypt and Morocco.
- Successfully implemented Global Projects for SAP SuccessFactors Employee Central which included-
  - Configuration: Workflows, Org Structures, Events (Hire, Transfer, Termination)
  - Data Migration & Document Generation
  - Role-Based Permissions (RBP)
  - User Training & Playbacks
  - Industry Exposure: Pharmaceuticals, Manufacturing, IT
- Employee Hire or Rehire, Events like : Job Change/Transfer/Pay Rate Change/Promotion/Demotion, Employee Exit/Termination, Data Change Employee File, Building robust profile on an employee, that can be used in many supporting functions of business
- Position Management
- Spearheaded and conducted Employee Central Data Migration specific to EC for multiple legal entities with 8000+ employee count

### Role in project As a Tech Lead:

- Responsible for contributing to SuccessFactors EC product implementation and updates through configuration and customization.
- Engaging with the business and stakeholders to understand their needs of products and services and to elicit requirements for improvement and innovation.
- Ensuring requirements and analysis aligns to Architectural standards, blueprints, and the tech strategy.
- Acting as a bridge between technical teams, business, and developers to expedite development and create better products and services.
- Resolving problems, identifying opportunities through the Investigation of operational issues, problems, and new opportunities, and seeking effective business solutions through improvements in aspects of business areas or systems of interest. Assisting in the analysis of underlying issues and their root causes, and identifying available options
- Contributes to the Identification and management of technical projects necessary to ensure required and established service levels are maintained.
- Support, design and implementation of system solutions.
- Liaising with cross-functional teams. IT development team and business users etc.
- Helping the end users in solving issues and user training on various processes.
- Preparation of various user manuals and training documentation for EC module/process

## Current Work Experience

 **Deloitte South Asia LLP**  
Tenure : Jan 2024 – Till date

## Previous Work Experience

Pay OK Fintech Ecosystem Pvt Ltd  
Tenure : Nov 2019 - Oct 2023  
Designation : Senior Human Resources Associate

Pronix Technologies Pvt Ltd  
Tenure : Jul 2018 - Oct 2019  
Designation : Human Resources Associate

Pegasus Corporate Solutions Pvt Ltd  
Tenure : Jan 2017 - Jul 2018  
Designation : HR Consultant

## Education

Bachelor of computer Science (B.Sc.IT),  
Computer Science with Information Technology  
Maharaja Krishnakumarsinhji Bhavnagar University  
Tenure : 2014 - 2017