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### EXPERIENCE SUMMARY:

- Over 8+ years of expertise in implementing, configuring and supporting SAP solutions in SuccessFactors HXM.
- Certified in SAP SuccessFactors Recruiting Management (RCM), Recruiting Marketing (RMK), Onboarding (ONB 2.0), Onboarding 1.0, Employee Central and Performance & Goal Management.
- Involved in 8 full cycle SuccessFactors implementations.
- Experience in helping to prepare RFPs, Project plans, Weekly Status Reports and SOWs and effort estimations.
- Conducting Envisioning sessions to explain the business processes and functionality of SAP SuccessFactors modules.
- Have worked on client site Head Quarter, Toronto, Canada and part of largest global SuccessFactors implementation project with scope of 90000 employees.
- Procured fluent expertise in Production Support, Enhancement and Implementation projects.
- Has involved in preparing Business Process documents for HR processes.
- Unconventional and innovative approach to meet complex requirements to ensure best and complete use of the system capabilities.
- Actively involved in Integration testing, Unit testing & UAT.
- Has good understanding of SLA and Change request process.
- Ability to work in a team environment and actively participates in projects within work groups and across organizations.
- Suggesting best practices based on industry standards to clients.
- Profound ability to work independently and efficiently.

### SAP SKILLS:

- SAP SuccessFactors
  - Recruiting Management.
  - Recruiting Marketing.
  - Onboarding 1.0
  - Onboarding 2.0

**OTHER SKILLS:**

- Ticketing tool: Service Now
- Testing tool: HPQC (Quality Center)
- Configuration, Testing, Training and Handover documents.

**PROFESSIONAL STRENGTHS:**

- My qualities are often described as structured, analytical, robust, quality conscious, responsible, independent, inquisitive, outgoing, confident, vigorous, inspiring and professional.

**EDUCATIONAL QUALIFICATION:**

- Bachelor of Technology in Computer Science and Engineering, Jawaharlal Nehru Technical University, Hyderabad, India.

**WORK EXPERIENCE:**

Jan/2024 – Current	Senior Consultant IBM, Hyderabad, India.
June/2021 – Jan/2024	Senior Consultant Ernst & Young, Hyderabad, India.
Sep/2018 – June/2021	Software Engineer CGI, Chennai, India.
Aug/2016 – Sep/2018	Software Engineer Shriram Value Services, Chennai, India.

**PROJECT DETAILS:**

S No.	Client	Industry	Module	Role
1	Nestle	Food and beverage	RCM, RMK and Onboarding 2.0	Senior Consultant

2	ST Logistics Singapore	Supply chain management	RCM and RMK	Senior Consultant
3	British American Tobacco (BAT) UK	Tobacco	RCM and Onboarding 1.0	Senior Consultant
4	Ansys USA	Engineering	RCM and RMK	Senior Consultant
5	Scotiabank Canada	Banking	RCM and RMK	Consultant
6	Grundfos Denmark	Pumps and Electronics	RCM and Onboarding 1.0	Consultant
7	Bonava Sweden	Construction	RCM	Associate Consultant
8	Lithuanian Railways Lithuania	Rail Transportation	RCM and Onboarding 1.0	Associate Consultant

### RESPONSIBILITIES:

- Conducted scoping session to understand functional requirements in scope and prepare the scope of work document.
- Conducted Presales sessions to explain key features and demonstrate expertise by providing limitations and custom workarounds for the standard known limitations and proposed timelines after fit gap analysis.
- Conducted Kick-off and Requirement Gathering Workshop onsite with pre-configured best practice (Model Company) setup and draft requirements as noted in the pre-sale's meetings after fit gap analysis.
- Helped Business streamline and standardize process with change management to better practices wherever applicable and provided custom workarounds outside System feasibilities to align with Rigid requirements.
- Prepared and submitted workbooks, Business Requirement Document (Success factors landscape after driving solutions).
- Conducted the iterations onsite with fully configured system and showcased end to end functionalities.
- Configured requisition, candidate application, profile and offer templates.
- Configured the Integrations with Recruiting/Onboarding/EC and Recruiting Marketing.

- Configured Home Pages, Content Page, Category Pages leveraging Custom Plugins in Career site.
- Setup Talent Pools with Saved Search automation to leverage better sourcing of Candidates.
- Setup Data Capture Forms with Landing Pages to help capture candidate details for Job fairs and Campus recruiting.
- Set up Integration with third Party Assessment vendor and Background verification.
- Setup Job Profile Builder framework and helped standardize job profiles in the organization.
- Setup Recruiting Posting with Job boards.
- Setup Interview Scheduling with Outlook Integration.
- Setup simple and editable Rule framework with Tables to automate all rules to drive offer calculations.
- Customised Onboarding Activities and Tasks involving all teams internal or external.
- Migrated the configurations from Staging to Preview and then to Production.
- Prepared Test Scripts, Navigation Guides, Admin Guides, End User Guides.
- Conducted UAT and Train the Trainer sessions onsite.
- Recruiting Management, Marketing and Posting, On/Off/Crossboarding End to End Implementation Cycle.
- Postproduction Support, post Go Live and launch optimization.