Name: Bestha Mahesh

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Objective:

To leverage my expertise in SAP SuccessFactors RCM and RMK to streamline talent acquisition processes and enhance employer branding strategies. I aim to contribute to an organization's HR digital transformation by implementing efficient, user-centric recruitment solutions, ensuring alignment with business goals and delivering measurable value through optimized recruiting workflows and analytics.

Profile Summary:

- Having around 3+ years of SAP Success Factor Recruiting Management (RCM) and Recruiting Marketing (RMK)
- Integrations Implementation and support project experience
- Involved in 2 RCM and RMK implementation and 1 RCM Support project.
- Good understanding in Analyzing Business Requirements and providing the solutions as per Client requirement.
- Ability to understand complex business processes from an organizational functional perspective.
- Good understanding of SAP HR/HCM sub modules Personnel Administration and Organizational management
- Having good exposure and experience on various support projects handling across SuccessFactors suite level
- Having experience on various integrations like RMK, ONB, EC and other modules as well.

Certifications:

- SAP SuccessFactors Recruiting Certified Application Associate Recruiting Experience

- ChatGPT and AI Tools Workshop from be10x

Work Experience:

| S.No | Company Name | Duration |
|------|--------------|----------|
| 1 | HCL Technologies | March 2022 to till day |

- **Pharmaceutical implementation and support for RCM and RMK July 2024 to till day**
- **Logistics and warehouse implementation and support for RCM and RMK Jan 2023 to June 2024**
- **Europe manufacturing company RCM support only Apr 2022 to Dec 2023**

Responsibilities:

- Preparing project plan based on ACTIVATE methodology and conducted customer workshops.
- Making Required Configuration in Provisioning for Recruiting Management, Recircuiting Marketing with JRDM, CPT, Application & Offer template configuration
- Setting up Background Check Vendor Configuration
- Configuring Talent Pipeline Along with Ad-hoc Email Setup. Configuring Recruiting Email Templates and Recruiting Email Triggers
- Transforming the late-stage application to multistage application
- Configuring recruiting posting (job boards) and working with agency posting
- Configuring Job Profile Builder for creating job profiles based on job families and roles □ Working with candidate upload, talent pool and interview scheduling.
- Creating Recruiting Specific Dashboards
- Setting Up Integration of Recruiting to ONB 2.0
- Setting Up External Career Site From RMK/Career Site Builder
- Perform Field Mapping Configuration from RCM to ONB 2.0 to EC
- Configure the Business Rules
- Configuring Picklist from Picklist center
- Worked with Role Based Permission and RBP Sync Activity Between Dev, Test and Production.
- Created Multiple Reports by Using Ad-Hoc Reports and Advance Reporting (ORD). □ Data Purge Activities Using DRTM Functionality.
- Worked on Data migration, Release Management
- Conducted Workshops and requirement gathering sessions for RCM and RMK
- Configuring talent pool and email campaign
- Worked with DocuSign integration with offer letters
- Conducting End User Trainings & Prepare End User Guides
- Super admin account creation and providing proper permissions
- Manage Recruiting Setting
- Salary calculator by Recruiting Rules
- Creation of Job Requisitions and route maps
- Outlook Integration for Interview Scheduling
- RCM to RMK integration
- Configured and optimized Home Page tiles and widgets for intuitive navigation and improved user engagement
- Integrated Quick Actions and To-Do Tiles to streamline employee and manager workflows.
- Customized the SuccessFactors Theme Manager to align the system's look and feel with corporate branding guidelines, improving user experience and visual consistency
- Applied company logos, brand colors, and custom fonts across the SuccessFactors

## Education

| Year of passing | Institution/University | Degree/Certificate | Percentage |
|---|---|---|---|
| 2021 | SK University Andhra Pradesh | B. Com (CA) | 61.00% |
| 2018 | Vidya Nidhi Jr college Hindupur | Intermediate | 78.00% |
| 2016 | ZP High School Roddam | SSC | 88.00% |

## Personal Details:

Date of Birth: Feb 27th, 2001
Language Knows: English. Telugu and Kannada
Current Address: Bangalore, Karnataka, India
Permanent address: Roddam, Andhra Pradesh.

Declaration

I hereby declare that the above information furnished is true to the best of my knowledge and belief.

Place: Bangalore                                         Signature
Date:                                                            Bestha Mahesh