

LAKSHMI SAILAJA S

SAP HCM / SuccessFactors Solution Lead / Architect / Project Manager / Program Lead

SUMMARY

Seasoned HR & IT professional with over 20 years of experience spanning SAP HCM, S4 HANA, and SuccessFactors solutions. Demonstrated expertise in leading end-to-end implementations, digital transformations, migrations, and AMS projects across Oil & Gas, Real Estate, Manufacturing, Media, and Retail industries in UAE, KSA, OMAN, and global markets. Proven track record of delivering 14+ full-suite SAP/SuccessFactors implementations and 12+ SAP HCM implementations with strong focus on solution architecture, project management, and stakeholder collaboration.

SKILLS

SAP HCM | SAP S4 HANA | SAP SuccessFactors | Employee Central (EC) | Employee Central Payroll (ECPY) | Onboarding (ONB) | Recruiting (RCM) | Performance Management (PMGM) | Compensation | Integration (CPI, PTP) | Solution Architecture | Project Management | Program Management | Delivery Management | Data Migration | Data Cleansing | Digital Transformation | Business Process Mapping | Requirements Analysis | Solution Design | Implementation | AMS Support | Service Delivery | Service Transition | Documentation | Stakeholder Management | SAP Payroll (Multi-country) | Time Management | ESS/MSS | FIORI | Oracle HRMS | HR Administration

EXPERIENCE

SAP/SF Solution Architect / SME — Business Global LLC

2026 – 2026 • UAE

Provided solution architecture and subject matter expertise for BARAYA client in Saudi Arabia, focusing on EC Payroll implementation support. Delivered technical guidance and strategic direction for a 3-month engagement ensuring successful payroll module deployment and integration.

- EC Payroll Implementation Support for BARAYA (KSA)
- 3-month engagement delivering SAP SuccessFactors payroll solutions

SAP/SF Solution Architect / SME — Inflexion

2025 – 2026 • UAE

Led solution architecture for multiple clients including SEEHOLDING, METITO, and MAJIS across UAE, Egypt, and Oman markets. Designed and implemented Employee Central Payroll with EC Integration solutions, ensuring seamless cross-border payroll operations and data synchronization across multi-country environments.

- ECPY + EC Integration implementation for SEEHOLDING, METITO, MAJIS (UAE/EGYPT/OMAN)
- 6-month engagement delivering multi-country payroll solutions

SAP/SF Solution Architect / SME — NTT DATA

2024 – 2025 • KSA

Architected and delivered comprehensive SAP solutions for AIMS Holdings in Saudi Arabia, integrating Employee Central Payroll with S4 HANA systems. Led the design and implementation of integration center solutions enabling seamless data flow between SuccessFactors and S4 environments for enhanced HR operations.

- ECPY + S4 Integration + EC with Integration centre for AIMS Holdings (KSA)
- End-to-end solution architecture and implementation delivery

SF Solution Architect / PM — YASH Technologies

2023 – 2024 • UAE

Managed multiple SAP S4 and SuccessFactors integration projects across UAE, Kuwait, and Guinea markets. Led project delivery for KOUT FOODS, UHS, FAKHEE, and EGA, implementing S4 Payroll with EC Integration using Cloud Platform Integration (CPI) and providing ongoing AMS support for complex payroll environments.

- S4 Payroll + EC Integration (CPI) Support for KOUT FOODS (KUWAIT)
- S4 Payroll + EC Integration (CPI) Support for UHS & FAKHEE (UAE)
- HCM GUINEA Payroll + SF Support for EGA (UAE)

SAP/SF Solution Architect / SME — EY

2023 – 2023 • KSA

Provided strategic solution architecture for Saudi ARAMCO's complex Midstream Carveout Project, integrating SuccessFactors and S4 HANA systems. Delivered expert consulting on carve-out scenarios, data separation, and system architecture for one of the largest oil and gas companies globally during a 6-month critical engagement.

- SF/S4 Solution for Midstream Carveout Project for Saudi ARAMCO
- 6-month strategic consulting engagement for major transformation initiative

SAP/SF Solution Architect / PM — IXERV

2021 – 2022 • UAE

Led project management and solution architecture for multiple implementations including G42, LUCARA, and Gulf Drug. Delivered S4 AFRICA Payroll with EC Integration using CPI and Point-to-Point (PTP) integration, established EC Service Centre setup, and ensured successful go-live and post-implementation support.

- ECPY Implementation + EC Integration (PTP) for G42
- S4 AFRICA Payroll + EC Integration (CPI) & ECSC Setup for LUCARA and Gulf Drug

SAP/SF Solution Architect / SME — Microexcel Technologies LLC

2022 – 2022 • UAE

Architected advanced S4 HANA solutions for Dubai Electricity and Water Authority (DEWA), integrating FIORI and Neptune platforms. Delivered custom solutions for Time Scheduling, Compensation off management, and Career Job portals, enhancing employee self-service capabilities and user experience across the organization.

- S4 with FIORI & Neptune Integration for Time Scheduling, Comp off and Career Job portals for DEWA (UAE)
- 6-month solution architecture engagement

SAP/SF Solution Architect / SME — UTOPIA

2021 – 2021 • UAE

Led complex data migration project for ENOC from Employee Central to S4 HANA platform. Designed migration strategy, data mapping, cleansing processes, and validation frameworks ensuring data integrity and minimal business disruption during the transition for a major UAE-based oil and gas organization.

- EC & S4 HANA Data Migration for ENOC (UAE)
- 6-month data migration project leadership

SAP/SF Solution Architect / SME — YBRANT PARTNERS

2019 – 2021 • UAE

Managed multiple international implementations across UAE, UK, Singapore, and Sri Lanka spanning diverse industries. Delivered ECPY implementations with PTP and CPI integrations, S4 Payroll solutions, RCM, ONB modules, and established EC Service Centre operations for clients including CERT, BMBC, IHIS, and CMG.

- ECPY Implementation + EC Integration (PTP) for CERT (UAE)
- S4 Payroll + EC Integration (CPI) for BMBC (UK)
- SF RCM + ONB + ECC+EC CPI integration for IHIS (Singapore)
- S4 Payroll + Time / EC with CPI Integration for CMG (Sri Lanka)

SAP/SF Solution Architect / SME — ZEE MEDIA

UAE

Led end-to-end SuccessFactors implementation for ZEE MEDIA with S4 HANA integration and Employee Central Service Centre establishment. Designed comprehensive solution architecture covering core HR processes, payroll integration, and service delivery framework to support media industry operations and employee lifecycle management.

- SF Implementation with S4 Integration & ECSC Setup for ZEE MEDIA
- Complete solution architecture and implementation delivery

SF/SAP SME — SEIDOR MENA

2018 – 2019 • UAE

Delivered SuccessFactors implementations across multiple clients in UAE and OMAN, focusing on Recruiting and Onboarding modules. Implemented RCM and ONB solutions for MC DONALDS, AL GHURAIR, and AWASR, enabling automated talent acquisition processes and streamlined onboarding experiences for diverse industries.

- RCM / ONB / EC Implementations for MC DONALDS & AL GHURAIR
- RCM / ONB Implementations for AWASR (OMAN)

Lead Consultant – SAP HCM Payroll — SOLTIVUS MENA

UAE

Provided lead consulting for multiple UAE-based clients covering VAT implementation, payroll support, time management, and SuccessFactors implementation support. Managed ADNOC and ADGAS VAT implementation projects, delivered AMS support for COMPASS and ATLAS Engineering, and supported GEMS Education's SF PMGM and Compensation modules.

- ADNOC & ADGAS VAT Implementation
- SAP HCM Payroll + Time Support for COMPASS & ATLAS Engineering
- SF Implementation Support for PMGM/Compensation for GEMS Education

SAP HCM Implementation Consultant — ISYX Technologies

2014 – 2016 • UAE

Led SAP HCM implementations and rollouts across UAE region for multiple clients including AI Futtaim, ELIXIER (ADNOC), AI Hajeri, AI Asab, and ELNG. Delivered multi-country payroll rollouts for Kuwait and Egypt, managed HCM upgrade projects, and implemented full HCM suite covering PA, OM, TM, and PY modules.

- SAP HCM KUWAIT/EGYPT Payroll Rollout for AI Futtaim
- SAP HCM Upgrade Project for ELIXIER (ADNOC)
- SAP HCM Implementation (PA/OM/TM/PY) for AI Hajeri, AI Asab & ELNG

SAP HCM Consultant — SMART Info Systems

2012 – 2014 • India

Provided SAP HCM and SuccessFactors consulting services for Pelican Products, delivering payroll implementation and ongoing support. Managed SAP HCM Payroll processes and SF implementation support, ensuring system stability, user training, and continuous improvement of HR operations during a 2-year engagement.

- SAP HCM Payroll / SF Implementation Support for Pelican Products
- 2-year consulting engagement for payroll and SuccessFactors solutions

SAP HCM Consultant — IBM Global Services

India

Delivered SAP HCM Payroll support for Shell Oils & Petro Chemicals Ltd, a global oil and gas organization. Provided expertise across Personnel Administration, Organizational Management, Time Management, and Payroll modules, ensuring continuous system operations, issue resolution, and enhancement implementation for complex global payroll environments.

- SAP HCM Payroll Support (PA/OM/TM/PY) for SHELL Oils & Petro Chemicals Ltd
- Global payroll support and consulting services

SAP HCM Associate Consultant — E-Centric Technologies

2008 – 2010 • India

Provided SAP HCM support services for Emcure Pharma and Brigade Group covering Personnel Administration, Organizational Management, Time Management, and Payroll modules. Gained foundational SAP HCM expertise supporting pharmaceutical and real estate industries, handling incident resolution, configuration changes, and user support.

- SAP HCM Support (PA/OM/TM/PY) for Emcure Pharma & Brigade Group
- 2-year associate consultant role supporting multiple modules

Oracle HRMS Analyst — Gold Stone Technologies

India

Served as Oracle HRMS Analyst focusing on business process optimization and test support activities. Analyzed HR business processes, conducted testing cycles, documented requirements, and supported implementation activities for Oracle HRMS modules, building foundational HR technology and business process expertise.

- Business Process & Test Support for Oracle HRMS
- Requirements analysis and testing support

HRIT - Payroll (Oracle HRMS) — Sindhu Synergy Ltd

India

Managed HR Administration and Oracle HRMS Payroll operations, handling employee data management, payroll processing, and HR system maintenance. Supported day-to-day HR operations leveraging Oracle HRMS platform, ensuring accurate payroll execution, compliance, and employee record management.

- HR Administration and Oracle HRMS Payroll operations
- Employee data management and payroll processing

HR Admin — Cybersoft Solutions

India

Performed core HR Administration functions including employee onboarding, record maintenance, benefits administration, and general HR support activities. Built foundational HR operational knowledge and understanding of HR processes, compliance requirements, and employee lifecycle management.

- HR Administration operations
- Employee lifecycle support and record management

EDUCATION

MBA, Human Resource — ICFAI

PROJECTS

GEMS Education Transformation

End to End Transformation program for EC & PMGM for 15000 users implementing SAP SuccessFactors with Integration to Microsoft Dynamics

Tech: SAP SuccessFactors, Employee Central, Performance Management, Microsoft Dynamics, Integration

BMBC SF Migration

Complex SF migration project for UK based client BMBC

Tech: SAP SuccessFactors, Data Migration, S4 Payroll, EC Integration, CPI

GEMS Education Migration

Complex SF migration project for GEMS Education

Tech: SAP SuccessFactors, Data Migration, Employee Central

Shell Oils HCM Transformation

SAP HCM Transformation including Company Mergers, Rollouts, Acquisitions & Data Migration for Shell Oils & Petro Chemicals Ltd (Global)

Tech: SAP HCM, Data Migration, Mergers & Acquisitions

ADNOC Group HCM Transformation

SAP HCM Transformation for ADNOC Group UAE (Elixir/ADGAS) - ECC 5.0 to ECC 6 & EHP 7 upgrade

Tech: SAP HCM, ECC 6, EHP 7, System Upgrade

ENOC HCM Transformation

SAP HCM Transformation processes for ENOC UAE

Tech: SAP HCM, Data Migration, Transformation