

LAKSHMI SAILAJA S

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

SUMMARY

SAP HCM and SuccessFactors solution architect with over 20 years of HR and IT domain experience spanning project and delivery management across integrated SAP SuccessFactors, HCM implementations, data migrations, and business process optimization. Demonstrated expertise leading 14+ end-to-end SAP and SuccessFactors implementations across Oil & Gas, Real Estate, Manufacturing, Media, and Retail sectors in UAE, KSA, and OMAN. Specialized in solution design, digital transformation, migration projects, production support, and complex integrations with proven success managing large-scale implementations for major clients including ADNOC, Shell, GEMS Education, and AI Futtaim.

SKILLS

SAP HCM | SAP S/4 HANA | SAP SuccessFactors | Employee Central (EC) | Employee Central Payroll (ECPY) | Onboarding (ONB) | Recruiting (RCM) | Performance Management (PMGM) | Compensation Management | Cloud Platform Integration (CPI) | Point-to-Point Integration (PTP) | SAP FIORI | Time Management | ESS/MSS | Payroll (Multi-country: UAE, KSA, OMAN, Kuwait, Qatar, Lebanon, USA, Singapore, Malaysia, UK, Egypt, Guinea, Africa, Sri Lanka) | Data Migration | Data Governance | Solution Architecture | Project Management | Program Management | Digital Transformation | Change Management | Business Process Analysis | Requirements Gathering | System Integration | Microsoft Dynamics Integration | Oracle HRMS | Service Delivery | Incident Management | Production Support (AMS) | Technical Documentation | Stakeholder Management

EXPERIENCE

SAP/SF Solution Architect / SME — Business Global LLC

2026 – 2026 • UAE

Provided solution architecture and subject matter expertise for BARAYA's EC Payroll implementation in KSA. Led technical design and configuration activities to support Employee Central Payroll deployment. Delivered specialized consulting services ensuring alignment with client requirements and SAP best practices.

- EC Payroll Implementation Support for BARAYA (KSA) - 3 months engagement

SAP/SF Solution Architect / SME — Inflexion

2025 – 2026 • UAE

Led solution architecture for multi-client ECPY and EC Integration projects spanning UAE, Egypt, and Oman for SEEHOLDING, METITO, and MAJIS organizations. Designed and delivered integrated Employee Central Payroll solutions with seamless EC connectivity across diverse geographic and regulatory environments. Managed solution design, configuration, and integration strategies for six-month engagement.

- ECPY + EC Integration for SEEHOLDING, METITO, MAJIS across UAE/Egypt/Oman - 6 months
- Designed multi-country payroll and Employee Central integration architecture

SAP/SF Solution Architect / SME — NTT DATA

2024 – 2025 • KSA

Architected comprehensive solution for AIMS Holdings combining ECPY with S4 HANA integration and Employee Central using Integration Centre. Led end-to-end design and implementation of integrated HCM landscape ensuring seamless data flow between SuccessFactors and S4 HANA systems. Provided technical leadership and SME guidance throughout the project lifecycle.

- ECPY + S4 Integration + EC with Integration Centre for AIMS Holdings (KSA)
- Led solution design for integrated SAP S/4 HANA and SuccessFactors EC environment

SF Solution Architect / PM — YASH Technologies

2023 – 2024 • UAE

Managed multiple solution architecture and support engagements across Kuwait and UAE, delivering S4 Payroll and EC Integration projects using Cloud Platform Integration. Led projects for KOUT FOODS, UHS, FAKHEE, and EGA, providing ongoing support for integrated HCM solutions. Oversaw Guinea Payroll implementation and SuccessFactors support for EGA spanning.

- S4 Payroll + EC Integration (CPI) Support for KOUT FOODS (Kuwait) - 2024
- S4 Payroll + EC Integration (CPI) Support for UHS & FAKHEE (UAE) - 2024
- HCM Guinea Payroll + SF Support for EGA (UAE) -

SAP/SF Solution Architect / SME — EY

2023 – 2023 • KSA

Provided specialized solution architecture for Saudi Aramco's Midstream Carveout Project, delivering integrated SF/S4 solution design. Led complex organizational separation and system carve-out activities requiring deep understanding of both SuccessFactors and S4 HANA landscapes. Delivered strategic consulting over six-month engagement for one of the world's largest oil companies.

- SF/S4 Solution for Saudi Aramco Midstream Carveout Project - 6 months
- Designed solution architecture for major organizational separation initiative

SAP/SF Solution Architect / PM — IXERV

2021 – 2022 • UAE

Led project management and solution architecture for multiple implementations including G42's ECPY Implementation with EC Integration using Point-to-Point connectivity. Delivered S4 Africa Payroll with CPI integration and Employee Central Service Centre setup for LUCARA and Gulf Drug. Managed end-to-end project delivery ensuring successful go-lives and post-implementation support.

- ECPY Implementation + EC Integration (PTP) for G42
- S4 Africa Payroll + EC Integration (CPI) & ECSC Setup for LUCARA () and Gulf Drug (2021)

SAP/SF Solution Architect / SME — Microexcel Technologies LLC

2022 – 2022 • UAE

Architected S4 HANA solution with FIORI and Neptune Integration for DEWA, implementing advanced Time Scheduling, Compensation off, and Career Job portal functionalities. Designed user experience enhancements leveraging SAP FIORI capabilities and third-party Neptune integration. Delivered specialized consulting services over six-month engagement for Dubai's utility authority.

- S4 with FIORI & Neptune Integration for DEWA (UAE) - Time Scheduling, Comp off, Career Job portals - 6 months
- Designed integrated FIORI-based HCM solution with custom portal integrations

SAP/SF Solution Architect / SME — UTOPIA

2021 – 2021 • UAE

Led data migration strategy and execution for ENOC's Employee Central and S4 HANA implementation. Managed complex data transformation, cleansing, and migration activities ensuring data integrity and business continuity. Delivered specialized data migration expertise over six-month engagement for major UAE energy company.

- EC & S4 HANA Data Migration for ENOC (UAE) - 6 months
- Led data cleansing, mapping, and migration from legacy systems to integrated SAP landscape

SAP/SF Solution Architect / SME — YBRANT PARTNERS

2019 – 2021 • UAE

Managed diverse portfolio of international implementations spanning UAE, UK, Singapore, and Sri Lanka. Led ECPY implementations with EC Integration using both PTP and CPI methodologies for CERT, BMBC, and CMG. Delivered RCM and Onboarding implementations with CPI integration for IHIS Singapore, managing complex multi-module deployments across varied regulatory and business environments.

- ECPY Implementation + EC Integration (PTP) for CERT (UAE) - 6 months (2021)
- S4 Payroll + EC Integration (CPI) for BMBC (UK) - 3 months (2020)
- SF RCM + ONB + ECC+EC - CPI integration for IHIS (Singapore) - 6 months (2020)
- S4 Payroll + Time / EC with CPI Integration for CMG (Sri Lanka) - 6 months (2019)

SAP/SF Solution Architect / SME — ZEE MEDIA

UAE

Architected and delivered end-to-end SuccessFactors implementation integrated with S4 HANA for ZEE MEDIA. Led solution design, configuration, and integration activities while establishing Employee Central Service Centre for ongoing support. Managed implementation ensuring seamless connectivity between SuccessFactors and S4 systems.

- SF Implementation / S4 Integration & ECSC Setup for ZEE MEDIA
- Designed integrated SuccessFactors and S4 HANA solution with service centre establishment

SF/SAP SME — SEIDOR MENA

2018 – 2019 • UAE

Delivered multiple SuccessFactors Recruiting and Onboarding implementations across UAE and Oman for major retail and diversified conglomerate clients. Led RCM and ONB module implementations for MC Donalds, Al Ghurair, and AWASR, providing subject matter expertise in talent acquisition and employee onboarding processes. Ensured successful deployments aligned with client business requirements and SAP best practices.

- RCM / ONB Implementations for MC Donalds & Al Ghurair - 2019
- RCM / ONB Implementations for AWASR (Oman) - 2018

Lead Consultant - SAP HCM Payroll — SOLTIUS MENA

UAE

Led SAP HCM Payroll implementations and support across diverse client engagements including ADNOC and ADGAS VAT implementations, COMPASS and ATLAS Engineering payroll and time support, and GEMS Education SuccessFactors PMGM and Compensation support. Provided technical leadership for complex payroll configurations, VAT compliance implementations, and ongoing production support activities. Managed multiple concurrent client engagements ensuring service delivery excellence.

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

SAP HCM Implementation Consultant — ISYX Technologies

2014 – 2016 • UAE

Delivered SAP HCM implementations and rollouts across multiple Middle East locations and clients. Led Kuwait and Egypt payroll rollout for Al Futtaim, managed SAP HCM upgrade project for ELIXIER (ADNOC), and implemented full HCM suite (PA/OM/TM/PY) for Al Hajeri, Al Asab, and ELNG. Provided end-to-end implementation consulting covering Personnel Administration, Organizational Management, Time Management, and Payroll modules.

- SAP HCM Kuwait/Egypt Payroll Rollout for Al Futtaim -
- SAP HCM Upgrade Project for ELIXIER (ADNOC) - 2015
- SAP HCM Implementation (PA/OM/TM/PY) for Al Hajeri, Al Asab & ELNG - 2016

SAP HCM Consultant — SMART Info Systems

2012 – 2014 • India

Provided SAP HCM Payroll and SuccessFactors implementation support for Pelican Products. Managed ongoing support activities for integrated HCM landscape, handling payroll operations, troubleshooting, and system enhancements. Delivered consulting services ensuring system stability and business process optimization.

- SAP HCM Payroll / SF Implementation Support for Pelican Products ()
- Managed ongoing support for integrated SAP HCM and SuccessFactors environment

SAP HCM Consultant — IBM Global Services

India

Delivered SAP HCM Payroll support for Shell Oils & Petro Chemicals Ltd, managing global payroll operations across Personnel Administration, Organizational Management, Time Management, and Payroll modules. Provided production support, troubleshooting, and ongoing maintenance for one of the world's largest energy companies. Ensured payroll accuracy and compliance with business requirements.

- SAP HCM Payroll Support (PA/OM/TM/PY) for Shell Oils & Petro Chemicals Ltd (Global)
- Managed production support for global HCM operations

SAP HCM Associate Consultant — E-Centric Technologies

2008 – 2010 • India

Provided SAP HCM support across Personnel Administration, Organizational Management, Time Management, and Payroll modules for Emcure Pharma and Brigade Group. Managed day-to-day support activities, user issue resolution, and system maintenance. Gained foundational experience in full SAP HCM suite supporting pharmaceutical and real estate clients.

- SAP HCM Support (PA/OM/TM/PY) for Emcure Pharma & Brigade Group ()
- Delivered ongoing production support and user assistance

Oracle HRMS Analyst — Gold Stone Technologies

India

Supported business process analysis and testing activities for Oracle HRMS implementations. Participated in requirements gathering, process documentation, and test case development. Provided analytical support ensuring Oracle HRMS solutions aligned with business requirements.

- Business Process & Test Support for Oracle HRMS
- Supported implementation and testing activities

HRIT - Payroll (Oracle HRMS) — Sindhu Synergy Ltd

India

Managed HR administration activities within Oracle HRMS payroll environment. Handled employee data management, payroll processing support, and HR operational activities. Gained foundational HRMS experience in payroll and HR administration.

- HR Administration and payroll support in Oracle HRMS
- Managed employee data and payroll operations

HR Admin — Cybersoft Solutions

India

Performed HR administration duties including employee recordkeeping, onboarding support, and HR operational activities. Managed administrative processes supporting HR department operations. Developed foundational HR knowledge and operational experience.

- HR Administration activities
- Supported HR operations and employee lifecycle processes

EDUCATION

MBA, Human Resource — ICFAI

PROJECTS

End to End Transformation - GEMS Education

Led comprehensive transformation program for EC and PMGM serving 15,000 users, implementing SAP SuccessFactors with integration to Microsoft Dynamics

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

Complex SF Migration - BMBC & GEMS Education

Headed complex SuccessFactors migration projects for UK-based BMBC and GEMS Education, managing data migration, system configuration, and go-live activities

Tech: SAP SuccessFactors, Data Migration, Employee Central

SAP HCM Transformation - Shell & ADNOC

Led HCM transformation processes including company mergers, rollouts, acquisitions, and data migration for Shell Oils & Petro Chemicals Ltd (Global) and ADNOC Group UAE (Elixir/ADGAS ECC 5.0 to ECC 6 & EHP 7) and ENOC UAE

Tech: SAP HCM, SAP ECC, Data Migration, System Upgrade, Payroll