

Giftson Tensingh

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Professional Summary

Certified SAP SuccessFactors Employee Central Consultant and HR Tech Lead specializing in enterprise HRIS transformations, cloud middleware integration, and automated data engineering across a 9,000-employee global tenant. Proven expertise partnering with Product-Based Companies (PBCs) to align custom cloud architectures with scalable core HR data models. Track record leading agile technical pods, collaborating with Director-level leadership, Enterprise Solution Architects, and Governance Heads, and deploying secure architectures across SAP CPI, Integration Center, and AWS serverless microservices provisioned to drive over \$1M in operational cost reductions.

Technical Skills / Core Competencies

- **SAP SuccessFactors Core Modules:** Employee Central (EC), Metadata Framework (Custom MDF, ConfigUI, UI Rules), Business Configuration UI (BCUI), Business Rules & Rule Trace, Role-Based Permissions (RBP), Workflows & Dynamic Roles, Time Off, Alerts & Notifications, Document Generation, Transport Center, IAS/IPS, Learning (LMS), Recruiting (RCM Templates), Onboarding (ONB Templates), People Analytics (Story Reports), Table Reports.
- **Data Models & Extensibility:** Corporate Data Model (CDM), Succession Data Model (SDM), Country-Specific CDM/SDM XML, Foundation Objects (FO).
- **Integration & Middleware:** SAP Cloud Platform Integration (CPI - Custom Groovy Scripts, Content Modifiers), Integration Center (Advanced), OData APIs, REST APIs (JSON), OAuth 2.0, PGP Encryption (CSV/Files), SFTP, Postman, Work Tech (MS Teams / Outlook Integration).
- **Cloud Infrastructure, IaC & Automation:** AWS (API Gateway, Lambda, SQS, WAF, CloudWatch, SSM Parameter Store), Infrastructure as Code (Terraform), Docker, GitLab CI/CD Pipelines, Python (Stateless Scripting, API ETL), SQL.
- **Enterprise Platforms & Monitoring:** ServiceNow (ITSM), Jira, Apptio (ITFM), CAMMs (GRC), Active Directory, Oracle EBS, SAP Ariba, SAP Concur, Splunk (DL Distribution Alerting), Confluence.
- **Methodologies & Governance:** Agile Delivery (3-Week Sprints, ~30 SP Velocity), Global Payroll Transformation (Australasia, MEA, SEA), Delta ETL Pipelines, Multi-Tier Transport Management (Dev > Stage > Prod), Identity & Access Management (IAM), Principle of Least Privilege (PoLP), Technical Solution Architecture.

Certifications

- SAP Certified Application Associate – SAP SuccessFactors Employee Central Implementation Consultant

Education

Anna University (SRMTRP) | Bachelor of Engineering in Computer Science and Engineering (B.E. CSE)

Graduated: June 2023

Professional Experience

IDP Education | Software Engineer (Acting HR Tech Lead)

October 2022 – Present | Chennai, India

(Intern: Oct 2022 – Jun 2023 | Full-Time: Jul 2023 – Present | Endorsed by Leadership for Tech Lead)

- Spearheaded an 11-month ANZ digital payroll transformation for 1,000 active employees across 3–4 external vendors, architecting 12 daily SAP CPI integration feeds (Time, Recurring, OneTime, EmpChanges, NewHire, Termination for AU & NZ) with custom cross-entity delta-sweep logic delivering 600+ records to vendor SFTP endpoints in under 8 minutes cumulative runtime (99.9% uptime, zero missed pay runs, ~\$1M in operational savings).
- Developed custom Groovy transformation scripts and Content Modifiers in SAP CPI to convert OData XML inputs into PGP-encrypted CSV outputs secured via OAuth 2.0, authoring 6 dedicated Confluence runbooks and integrating Splunk exception alerts routed to team distribution lists.
- Engineered 3 custom Tax and Benefits MDF objects with 15 dynamic UI rules enforcing complex client-side validations, conditional field visibility, and mandatory tax compliance checks for payroll readiness.
- Architected an automated ITSM provisioning solution across SuccessFactors, ServiceNow, and Active Directory via a serverless AWS Anti-Corruption Layer (API Gateway, Lambda, SQS, WAF, CloudWatch, SSM Parameter Store) provisioned via Dockerized Terraform pipelines in GitLab CI/CD, retrieving secrets securely at runtime via AWS SSM Parameter Store and GitLab Variables to eliminate hardcoded credentials while slashing manual effort, delays, and errors by 60% with zero-P1 defect hypercare.
- Directed an enterprise-wide core name field migration (preferred-name, first-name) across 13,000 user records and 6 downstream integration pipelines across EC, LMS, PMGM, RCM, and ONB within a 9,000-employee tenant to ensure 100% data integrity with zero post-cutover downstream job failures.
- Built automated delta ETL pipelines utilizing entity lastmodifieddate and time-based filtering to synchronize 40–60 delta records bi-hourly across Oracle EBS, SAP Ariba, and SAP Concur at sub-200ms per record (<2 minutes total daily execution).
- Remediated bi-hourly Integration Center downstream synchronization failures by restructuring data mappings and time-based filtering criteria, eliminating ~200 failed records and manual intervention cycles per week.
- Slashed active system-wide Admin Alerts from 9,000+ to 180 by identifying root-cause anomalies, restructuring complex object associations, and establishing monthly reporting cadences to prevent backlog recurrence.
- Advised Enterprise Solution Architects and Governance Directors on core standards, establishing stateless Python microservices on AWS Lambda (200+ invocations saving 15 hours/month with runtime secrets fetched via SSM Parameter Store), OAuth 2.0/PGP security protocols, and PoLP-governed API access for CAMMs (GRC) and Apptio (ITFM) pipelines handling ~300 records per sync.

- Standardized Location Foundation Objects across 32 countries using CSF Corporate Data Model XML, accelerating localized change-request delivery and synchronizing data with Active Directory for automated compliance workflows.
- Standardized Payment Information objects and ConfigUI rules across 30+ operating countries enforcing IBAN, SWIFT, and ISO bank validations, and configured Recurring Pay calculations across 15+ countries in Australasia, MEA, and SEA using localized currency structures, eliminating recurring payroll discrepancies across 6,000+ employees.
- Deployed end-to-end Employee Central architecture for 2 newly acquired international entities (30 employees) with 10+ dynamic approval workflows, 6–8 business rules, and localized compensation logic, achieving 100% on-time go-live against strict project deadlines.
- Implemented SAP Work Tech configurations connecting SuccessFactors RCM with MS Teams and Outlook, replacing manual back-and-forth email scheduling with 1-click automated interview workflows and live notifications.
- Managed release deployments across a 3-tier environment landscape (Development > Stage > Production) using Transport Center, manual configurations, and data imports.
- Directed a 2-member technical pod and mentored junior and senior engineers on SuccessFactors core configurations and troubleshooting in 3-week agile sprints (~30 SP velocity at an 80% on-time delivery rate), delivering daily KTs, publishing runbooks, and resolving 3–4 complex tier-2 technical escalation tickets weekly on ServiceNow.