

NATARAJA NANJUNDAIAH
BCom, FCMA, IP, RV (SFA)



Contact

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Date of Birth: 24th June 1973

Core Competencies

- ▣ Statutory and Regulatory Compliance
- ▣ Operations Excellence
- ▣ Business ownership
- ▣ Process Transformation
- ▣ Stakeholder Management
- ▣ Team Management

IT Skills

- ▣ PeopleSoft, Workday, SAP ERP, QuickBooks, Cognos, Savvion BPMS, Servicenow, MS Office, Microsoft Visio, MS Project, Jira, ADP Freedom



Profile Summary

Strategic professional with multi-cultural experience of **24 years** with success in all aspects of Finance and HR Operations, Process Transitions, Operations Excellence and Global Stakeholder Management

Major Achievements – Corporate career of 24 years

- ▣ Experienced in handling large operations teams and have handled multiple stakeholders. Have consistently achieved YOY results in productivity, people engagement, customer satisfaction and statutory compliance.
- ▣ Proficiently handled Global Payroll. Predominantly India, UK, Ireland, Netherlands, Germany, and US. (14 years)
- ▣ Stagewise transition and operations of the 500k payslips managed service UK Payroll work to India (At ADP) – Travelled to UK 5 times for these transitions.
- ▣ Experience in handling Finance and Accounting Function including Internal Audits, External Audits, Taxation, Finalization of Accounts, Statutory Compliance, and Management Reports. – (9 years)



Career Timeline (Recent 3)

May'10-Aug'16	Sep'16-Apr'18	Aug'18-June'20
ADP Private Limited, Pune as Manager - UK Payroll Operations	Amazon.com, FinOps, Hyderabad as Manager – UK & Ireland Payroll	Deutsche Bank, Bangalore as AVP– Payroll, Benefits & Off-boarding



Education

- ▣ Registered Valuer (Security or Financial Assets) registered with IBBI – March 2021
- ▣ Insolvency Professional registered with IBBI – December 2020
- ▣ Senior Management Program (one year certification program) from IIM, Kolkata in 2015
- ▣ FCMA (Management Accounting from India) from ICMAI in 2004
- ▣ B.Com. from Bangalore University in 1994



Trainings & Certifications

- ▣ 2016 / 17 – Amazon trainings – MGH (Making Great Hiring Decisions), 5 choices, SLII, Speed of Trust, Payroll Mechanisms, Precision Q&A
- ▣ 2006 to 2016 – ADP trainings - Change Management Program from CIA, MDP program

July 2020 to date – Into Professional Consulting Practice

- ▣ Cost Accountant, Registered Valuer – SFA, Insolvency Professional



Organizational Experience

Aug'18 to June'20 - Deutsche Bank, Bangalore as AVP– Payroll, Benefits & Off-boarding



Key Result Areas:

- ▣ India payroll, for 12000 payslips, tax year end activities and statutory compliance
- ▣ Payroll Accounting for 26 entities, Administered and ensuring monthly PF, PT, ESI, Tax remittance.
- ▣ Employee Benefits administration for countries India, Singapore, Hong Kong, UK, and US
- ▣ Employee off-boarding for countries Singapore, Hong Kong, UK and US

Key Achievements:

- ▣ Implemented Workday into India Payroll end-to-end right from design, UAT testing, Workday interface with Vendor Payroll System, and Go Live

- Streamlined Provident Fund process and Tax year end process for India including KYC compliance
- Led the implementation of mobile app (ESS – Payroll), implementation of utilization of Workday Time & Attendance module for shift allowance

Sep'16-Apr'18 Amazon.com, FinOps, Hyderabad as Manager – UK & Ireland Payroll



Highlights:

- Spearheaded payroll processing of 100,000 pay slips every month for weekly and monthly paid employees
- Organized FMEA workshop on end-to-end payroll process and ensured participation from HR, Payroll and IT folks from Senior and Operational level leaders; executed the project actions resulting in improved performance in accuracy and SLA of the process
- SOX Compliance** - Successfully filed 5 quarters GRC controls, executed & implemented automated variance report for UK monthly payroll, implemented source to output reconciliation control for UK and Ireland
- Tax & Benefits Compliance**- Ensured filing of PSA for UK; streamlined year end filing for Ireland appropriate computations of BIK benefit for Ireland, completed the HMRC payments reconciliation for 4 years (cleared HMRC intimations notices)
- Formulated & presented 2 white papers:** India Payroll FMEA (Failure Mode Effect Analysis) and UK and Ireland Payroll Experience Improvement

May'10-Aug'16 with ADP Private Limited, Pune as Manager - UK Payroll Operations



Highlights:

- Led a team of 160 Associates, 2 Deputy Managers, 6 Assistant Managers & 10 Team Leads for managing service delivery of off-shore operations for 500,000 payslips (ADP UK Managed Service Clients)
- Transitioned end-to-end payroll activity for international streamline clients for 90000 pay slips (includes end-to-end Payroll Processing, Employee Contact queries, and Payroll queries management with clients); successfully transitioned the model of end-to-end Streamline clients
- VSM/ Lean Project** - Evolving the Standard Payroll Model and off shoring more activities to India; moved from 40% to 90% of off shoring, with increased productivity
- End of year/ P11D** – Project, managed the EOY and P11D service delivery from India
- BPM Tool Deployment (Savvion)** –Operational deployment of moving Managed Service into Savvion BPM including documentation, training and ensure process adherence
- Managed transition iHCM Managed Service to India (HR & Payroll offering for Europe region)
- Saved overall US\$ 0.5 million through a lean and RPA projects execution (10% each year for 3 years)

Mar'09-Apr'10 with Infosys BPO, Bangalore as Manager – Global Payroll



Highlights:

- Managed the payroll processing of 17000 employees (Global Payroll - India, US, UK and other APAC countries)
- Administered reporting of Employee Cost Analysis; monthly employee cost reporting and entries
- Managed quarterly audits with KPMG to report Employee Cost, to get consolidated into Infosys quarterly financials;

Jan'06 - Feb'09 with ADP India Pvt. Ltd., Hyderabad as Deputy Manager - UK Payroll

Oct'04 - Jan'06 with Cross Domain Solutions Pvt. Ltd., Bangalore as Senior Team Leader – India Payroll Processing

Jan'00 - Sep'04 with CBay Systems (India) Pvt. Ltd., Bangalore as Manager – Accounts (CBay is now known as MModal Global Services)

Jan'99-Dec'00 with Innovex Systems India Pvt. Ltd., Bangalore (CBay Group Company) as Accountant

Mar'97 - Jan'99 with Konark Real Estate Coordinators Pvt. Ltd., Bangalore as Manager – Accounts