

ADITYA LAHADE

Senior Business Analyst | Oracle ERP/Fusion HRMS & Finance | Functional QA, UAT & RFP

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PROFILE

- Senior Business Analyst with seven years on **Oracle ERP/Fusion** transformation programmes, currently owning requirements, functional design, and delivery assurance for the **HRMS** workstream at **Visteon**, a global automotive technology and manufacturing group, with working exposure to how HRMS integrates with Finance processes.
- Writes **BRDs, functional specifications, and process flows** directly from stakeholder workshops, and holds requirement traceability from BRD through testing to go-live under structured change control.
- Hands-on **RFP lifecycle experience** — defining functional requirements, evaluating vendor proposals, and coordinating stakeholder input through to vendor selection on enterprise technology initiatives.
- Plans and runs **functional QA and UAT** — designing test scenarios, validating delivered functionality against requirements, triaging defects, and driving formal business sign-off ahead of go-live.
- Coordinates between business and technical teams — vendors, IT, and delivery — to keep scope, timelines, and quality aligned across multi-country rollouts spanning UAE and Korea.
- Defines requirements for **third-party integrations** into the Oracle Fusion / enterprise platform landscape, including field mapping, data migration, and reconciliation rules with a systems integration vendor.

CORE SKILLS

Oracle ERP/Fusion HRMS functional depth (hire-to-retain), working understanding of Finance-side processes and how HRMS integrates with them, end-to-end delivery from business case to adoption.

Business Analysis BRDs, functional specifications, process flows, gap analysis, requirements traceability, structured change control.

RFP & Vendor Management Functional requirement definition for RFPs, vendor solution evaluation, stakeholder coordination through to selection, ongoing vendor delivery management.

Quality & UAT Test scenario design, functional QA execution, defect triage, business sign-off management, release readiness.

Integrations Third-party integration requirements, field mapping, data migration and reconciliation rules with implementation vendors.

Data & Reporting Power BI with DAX, KPI design and dashboards, Advanced Excel with VBA, working SQL for querying and analysis.

Stakeholder Management Workshop facilitation across HR, Finance, and business leadership; cross-functional alignment between business and technical teams; multi-country delivery (UAE, Korea).

Platforms & Tools Oracle Fusion ERP and HCM, SAP, Power BI, SQL, Jira, Confluence, Workday, Darwinbox, Visio.

EXPERIENCE

Senior Analyst II, Digital Transformation

Apr 2025 – Present

Visteon Corporation · Automotive Technology and Manufacturing · UAE and Korea Region

- **Owens requirements and functional design** for the Oracle Fusion ERP and HCM transformation programme, holding scope, timeline, risk, dependencies, and stakeholder communication from business case through go-live and adoption across UAE and Korea.
- Runs **stakeholder workshops with HR and business leadership** to gather requirements, translating hire-to-retain and workforce process needs into BRDs, functional specifications, and process flows delivery teams build from directly.
- Supported **vendor evaluation through the RFP lifecycle** for enterprise transformation initiatives — defining functional requirements, assessing vendor proposals against business need, and coordinating stakeholder input through to selection.
- Led the **SAP integration workstream** with the implementation vendor, defining data migration requirements, field mappings, and reconciliation rules for third-party integrations into the enterprise platform landscape.
- Plans and runs **functional QA and UAT** from test scenario design through defect triage with IT and vendors to business sign-off, clearing the defect backlog to zero critical/high items before each release gate.
- Maintains **requirement traceability** across the delivery lifecycle and manages scope through structured change control, standardising HR and workforce processes across countries where local practice had diverged.
- Built an Excel and Power BI dashboard analysing budget utilisation across a company-wide recognition programme, giving leadership one KPI view of spend across 90+ budget holders.

Management Specialist, Business Analyst

Jul 2023 – Apr 2025

UPS · Global Logistics and Supply Chain · UAE Region

- Drafted BRDs, FRDs, and functional specifications for digital and operational initiatives, working directly with product and engineering to keep requirements delivery-ready.
- Designed Power BI dashboards and reporting logic used by HR and regional leadership, translating policy and eligibility rules into a maintainable data model.
- Analysed operational and commercial performance data in SQL and Excel, building proofs of concept and testing hypotheses ahead of engineering commitment.
- Applied SWOT, MoSCoW, paired comparison, KANO, and weighted feature scoring to turn competing stakeholder requests into a sequenced, defensible roadmap.
- Held stakeholder alignment across leadership, sales, operations, QA, and engineering, running cadence and documentation through Jira and Confluence.

Officer, Business Analyst

Mar 2022 – Jul 2023

UPS · UAE Region

- Gathered requirements and supported UAT on internal system changes across operations and support functions, which opened the move into a dedicated business analysis role.
- Prepared recurring performance packs for regional management in Advanced Excel and documented the process landscape later applied to formal requirements work.

Business Operations Analyst

Jan 2019 – Feb 2022

Golden Hospitality Services · Multi-Site Operations · Pune, India

- Mapped and documented end-to-end operating processes across multiple client sites, surfacing handoffs, bottlenecks, and control gaps between front-line operations and support functions.
- Automated recurring MIS and management reporting with VBA, removing hours of manual preparation each week and cutting the reporting cycle from days to same-day turnaround.

EDUCATION & CERTIFICATIONS

MBA · University of Pune | BHMCT · University of Pune

ECBA (IIBA) · Microsoft Power BI · Advanced Excel · Business Analytics