**Subash**

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**Objective:**

* To work in a challenging role that offers good amount of technical learning and overall professional development.

**International Travels:**

* Malaysia – May 2016 – Workshop for Finance Top Talents
* Dubai – September 2015 – Physical Inventory Audit
* Malaysia – May 2014 – Workshop for Finance Top Talents
* Singapore – Nov 2009 to Feb 2010 – Training on Transfer Pricing

**Functional Knowledge and Skills:**

* Performing SOX and Operational/Functional Audits, **which included auditing LST – entities reduction/liquidation.**
* Excellent understanding of accounting principles and financial analysis.
* Strong technology (services) business acumen
* Financial Planning Analysis and Reporting
* Expenses (COS/COGS and OPEX) analysis
* Transfer Pricing (Cost Plus and Resale Minus methodologies)
* Competitors’ analysis (10Q and 10K)
* Contribution analysis
* Economic Analysis (GDP, Inflation)
* Sales Pipeline Analysis
* Sales Funnel Analysis (Best Case, Committed, Converted)
* Bookings, Billings and Backlog analysis
* Reconciling and verifying Balance Sheet Accounts viz. Accrual Accounts, Pre-Paid Accounts for Policy Compliance and Accuracy.

**Soft Skills:**

* Strong analytical, creative thinking and problem solving skills.
* Excellent communication & reporting skills.
* Strong multi-tasking and prioritization skills.
* Good interpersonal and presentation skills.

**Computer Skills:**

* Expert user level competency in using SAP FI, Business Warehouse (BW) and Hyperion - Business Objects (BO).
  + Downloading data to excel on desktop/file location.
  + Creating and Saving Variants.
  + Drawing customized data/reports from SA38 and SE16 t-codes.
  + Scheduling jobs for back-ground run.
* Designing and producing interactive dashboards using ‘Crystal Xcelsius’
* Advanced MS Excel usage – Vlookup, Hlookup, Sumif, Pivot tables, Charting etc.

**Work Experiences:**

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| Company: | Global e:Business Center (Hewlett-Packard Company) – Enterprise Services Finance org. |
| Designation: | Business Analyst |
| Period: | May’16 to Present |

Job specification:

Business Analysts are experts in end-to-end business and finance processes and the systems that support them, with specialized expertise in SAP Project System module. They use this knowledge and expertise to translate global business initiatives into technical or process changes. They support project managers, account teams, and partner organizations with analysis and related actions required to solve complex problems and ensure adherence to financial policies, procedures and data integrity requirements.

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| Company: | Global e:Business Center (Hewlett-Packard Company) – Internal Audit Org. |
| Designation: | Senior Financial Analyst & Planning |
| Period: | May’14 to Apr’16 |

Job Responsibilities:

* Performing SOX (manual and IT controls) and governance audits of various Functions.
* Testing the design and effectiveness of controls.
* Identifying and assessing risks and raising AIRs (Audit Issues and Recommendations) as appropriate.

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| Company: | Global e:Business Center (Hewlett-Packard Company) – FAM and FS Orgs. |
| Designation: | Senior Financial Analyst |
| Period: | Aug’10 to May’14 |

Job Responsibilities:

* Create and drive a standardized calendar of financial and business performance reporting for each line of business that incorporates operational budgets, rolling forecasts and monthly actual financials, to provide executive team and department heads full visibility of their lines of business.
* Analysis and preparation of flash vs. budget walks
* Producing current versus prior forecast variance analysis report out with commentaries
* Month-end activities like booking cross-charges and accruals
* Producing actual versus forecast variance analysis report out with commentaries
* Prepare Ad-hoc analysis reports – e.g. gross spend variance analysis, net spend variance analysis, head-count walk etc.
* Work closely with the leaders to build analysis and review methods of performance

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| Company: | Capgemini (Client ‘Unilever Asia Pvt. Ltd) |
| Designation: | Team Lead – Transfer Pricing |
| Period: | Nov’09 to Jun’10 |

Job Responsibilities:

* Compute Transfer Price for Raw Materials applying the Cost Plus method and the applicable mark-up percentages.
* Compute Transfer Price for Finished Goods applying the Cost Plus method for export goods and Resale minus method for the domestic consumption goods.
* Perform Ocean Freight calculation and analyze variances and impact on pricing.

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| Company: | Consero Global Solutions (Client ‘Tipping Point Technologies’) |
| Designation: | Senior Financial Analyst – Corporate Finance |
| Period: | Dec’07 to Jun’09 |

Job Responsibilities:

* Perform Financial Planning and Analysis (FP&A) which includes –
  + Budgeting and Forecasting
  + Sales Pipeline Analysis
  + Sales Funnel Analysis
  + Expenses analysis
  + Contribution analysis
  + Bookings Billings Backlog analysis
  + Competitors’ analysis
  + Gross Margin Analysis

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| Company: | IBM Daksh (Client ‘Colgate Palmolive’) |
| Designation: | Deputy Manager Operations (People Management Role) |
| Period: | May’06 to Nov’07 |

Job Responsibilities:

* Maintain a high level of team performance, ensuring full implementation of documented policies, procedures and best working practices.
* Address people issues actively and ensuring high team morale.
* Staffing, training, development and retention of team members; mentor team in times of need.
* Identify any Operations Center activity that may be foreseen as a risk/issue to successful process execution and take steps to mitigate the risks/issues.
* Ensure the team meets the SLAs (Service Level Agreements).
* Perform root cause analysis on escalations and take steps to improve the robustness of the process.
* Ensure audit readiness of all Accounts Payable standard operating procedure documents.

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| Company: | Global e:Business Center (Hewlett-Packard Company) |
| Designation: | Business Process Analyst - Global Balance Sheet Account Reconciliations |
| Period: | Aug’02 to May’06 |

Job Responsibilities:

* Review Balance Sheet Account Reconciliations prepared by analyst for policy compliance, quality & accuracy and walk through Controllership on the state of the accounts during the course of Balance Sheet reviews.
* Troubleshoot for major discrepancies and non-conformities, proposing appropriate work around or solutions.
* Respond to Queries on Balance Sheet Accounts from Business Controls and Audit teams.

**Apr’99 to Aug’02 –** Worked for Companies like Food World Super Markets and American Data Solutions – details available upon request

**Notable Achievements and Appreciations:**

* Being selected for the 3.5 years’ FRAME program in 2014 – HP Finance Org’s top talent management program.
* Appreciation for the job well done in efficiently managing the business’ financials, by “**VP, Worldwide Oracle Applications Services** (**HP Enterprise Services**)”
* Appreciation for the job well done in efficiently managing the business’ financials, by “**VP, Americas MicroSoft CRM Applications Services** (**HP Enterprise Services**)”
* ***TCE INDIA RECOGNITION - December 2012***

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| C:\Users\issacsu\Desktop\Picture1.jpg | **Subash Abraham Issac** Finance and Accounting  The FY13 Budget Residual was showing a loss of $779 thousand. The corporate guidelines state that Service Delivery Organizations should at least be flashing a break-even figure. Subash identified and informed the Business that they were missing Relief flashes (internal revenue) worth $1.98 million. His prompt action helped the Business to make their flash residual a positive break even figure of $1.2 million.Not having caught this missed out Relief flashes would have resulted in setting up an unwarranted cost action plan in place.  **Customer Feedback:**  *“Well this was surely a big catch!  Made a large impact to the consolidated info and this is more in line with the business.”* ***Kristine Gersabeck, ES WW Apps and Business Services.*** |

* Received eAward from the US Business Operations Leader (first in the department of Business Partners here to ever get such an honor from onshore), with the following citation -*“Subash has performed with excellence, dedication, professionalism, and enthusiasm.  He has proven himself to be an asset over and over again, willing to do whatever it takes to get the job done.  It is not unusual for Subash to be sending out files at 2, 3, and 4 in the morning (his time) when we have deadlines to meet.  Knowing I can depend on Subash as an integral part of my team helps me to meet my commitments.  One of his strengths that he has demonstrated recently is to enhance our Excel eFW Flash File.  His attention to our needs to fulfill corporate obligations, such as walks, inspires him to constantly improve our files which make my job much easier.    Another of his core strengths is his ability to communicate positively and effectively, thus, facilitating collection of information from our business managers and leaders by deadlines.  In addition, Subash helped to resolve 2 very pressing issues this past month; one, a complicated IRF which involved much research and coordination with several parties to ensure journal entries were all completed so that everyone had a net zero impact; and two, reconciliation of a purchase order which was processed several times and was necessary to trace all steps to ensure correct accounting.  He pursued both those high visibility items relentlessly, until he got the right response from everyone involved, exceeding the time deadline which I requested of him for resolution.  His contributions to the EAS Operations team are highly valued.”*
* Highly appreciated by the US Financial Manager of Enterprise Application Services in HP for streamlining the FP&A process – “Subash is doing an excellent job.  He has made more improvements in 1 month than I have seen in the past 2 years.”
* Went to Singapore and successfully Transitioned Transfer Pricing Activities.
* Received accolades from Customers and Management for having identified and resolved a pre-migration process issue that was causing Financial and Controls Risks.

**Education:**

* Pursuing CIMA
* Graduate Degree in Commerce ([B.COM](http://B.COM)) from Bangalore University, completed in 1999
  + Majoring in subjects like - Financial Accounting, Cost Accounting, Management Accounting, Financial Management, Business Economics, Business Statistics, Auditing and Banking

**Professional References:**

Available upon request