Mahesh Alavala

Global ERP & HR Systems Leader
Enterprise Automation & AI
Enablement | Digital Transformation

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Strategic ERP & HR Systems Leader with 10 years of experience driving digital transformation across *Finance, HR, Payroll, and Procurement* functions for global enterprises. Proven success leading enterprise ecosystems including *NetSuite (Financials), Oracle Fusion HCM, SilkRoad (On/Offboarding), ServiceNow, Lever ATS, and Immidart (Immigration)* — with strong alignment to other platforms like *Microsoft Dynamics 365, SAP Concur, Darwin box, Greenhouse, and Emptrust.*
Expert in *automation, AI enablement and using advanced AI,* and system integration, leveraging APIs, iPaaS frameworks, and AI copilots to create connected, intelligent business processes. Skilled in *vendor and stakeholder management, governance, and audit compliance* while maintaining *99.5%+ system uptime* across geographies. Partnered with CXO-level leadership to design and execute *multi-year ERP & Finance, HR digital roadmaps,* leading global teams to deliver measurable business value by extending operational efficiency and scalability, and technology innovation.

Core Competencies & Expertise

ERP & Financial Systems Leadership
- **NetSuite Financials** – Designed and optimized multi-entity ERP workflows for Finance, Procurement, and Order-to-Cash operations, improving reporting accuracy by 30%.
- **Oracle Fusion HCM & Financials** – Architected integrations for hire-to-retire and procure-to-pay lifecycles, connecting HR and Finance systems seamlessly.
- Integration exposure with **Microsoft Dynamics 365** and **SAP Concur**, ensuring interoperability and compliance across finance functions.
- Implemented **process standardization** and architecture reengineering across multiple business units to streamline operations and reduce redundant scripts by 700+.

HR & Talent Technology Ecosystem
- **SilkRoad (On/Offboarding)** – Automated onboarding, compliance, and exit workflows for 5K+ employees across geographies.
- **Lever ATS & Taleo** – Managed enterprise-scale migrations with zero downtime and ensured real-time data synchronization with HRMS.
- **ServiceNow** – Developed intelligent workflows and chat automation improving L1/L2 ticket resolution by 2x.
- Integrated **Immidart (Immigration)** and **SkillPrism (Skill Analytics)** to build compliance-driven, AI-ready HR dashboards.

Automation, AI & Integration Architecture
- Built **AI-led orchestration pipelines** using **N8N** and **Power Automate** to automate HR, Finance, and IT processes, reducing manual interventions by 65%.
- Designed and deployed **RESTful APIs and webhook integrations** connecting 30+ internal and third-party systems.
- Developed **AI copilots** and **OCR-based automation** for expense management, anomaly detection, and JD generation, delivering real-time predictive insights.
- Led the implementation of **iPaaS-based frameworks (Workato / Power Automate)** for universal connectivity and workflow automation.

Governance, Compliance & Security Excellence
- Implemented **GDPR, SOX, ISO27001, and ITGC** frameworks ensuring global compliance and audit readiness.
- Deployed **OAuth2.0, Azure Entra authentication, and data encryption** to secure information in transit and at rest.
- Partnered with internal audit and InfoSec teams to maintain a zero-incident security record for ERP & HR systems.

Leadership, Strategy & Delivery Management
- Own the **global ERP, HR, and automation portfolio**, supporting operations across the US, Europe, and Asia.
- Define **multi-year ERP transformation roadmaps** and ensure 99.7% uptime and SLA adherence across regions.
- Manage **vendors, contracts, and RFPs** for ERP, HR, and automation systems — ensuring optimal ROI and system scalability.
- Lead and mentor **20+ professionals** across ERP, digital office, and automation initiatives, driving innovation and process excellence.

Technology Stack & Tools

- **ERP & HR Systems:** NetSuite, Oracle Fusion, ServiceNow, SilkRoad, Lever ATS, Taleo, Immidart, SkillPrism
- **AI Automation & Integration:** N8N, Power Automate, Power Apps, Logic apps, REST APIs, Webhooks
- **Cloud & DevOps:** Microsoft Azure, M365, GitHub Actions, CI/CD, SAST/DAST, Copilot
- **Security & Governance:** OAuth2.0, RBAC, ITGC, ISO27001, SOX, GDPR
- **Programming Exposure:** JavaScript, Node.js, SQL, JSON, Python, Power Automate.

Experience Profile

Brillio – Global ERP & HR Systems Leader (2016 – Present | Bengaluru, India)

Progressed through 5 key roles — from Engineer to ERP Manager & Systems Integration Architect — leading the global digital office ecosystem across ERP, HR, and automation platforms for a USD 400M enterprise spanning the US, Europe, and Asia.

ERP Manager & Systems Integration Architect (2022 – Present)

- **Lead enterprise systems strategy, automation, and AI enablement across Finance, HR, Payroll, and IT.**
- **Own global ERP & HR platforms —** NetSuite Financials, Oracle Fusion HCM, SilkRoad, ServiceNow, Lever ATS, Immidart **— supporting 10K+ employees.**
- **Delivered** AI-led automation **using Power Automate & N8N; reduced manual tasks by 65% and accelerated workflows 2×.**
- **Integrated 30+ systems via REST APIs and iPaaS frameworks, achieving 99.7% uptime and zero data loss.**
- **Implemented** AI copilots, OCR, and anomaly detection **for expense, talent-fit, and workflow automation.**
- **Ensured** GDPR, SOX, ISO 27001 compliance **and standardized ITGC controls, cutting audit costs by 20%.**
- **Directed a 20+ member global team and enabled 4 M&A integrations adding $80M+ revenue.**
- **Recognized with** Employee of the Year (CIO Award) **and** AI Shark Tank Runner-Up **for enterprise innovation.**

Associate Specialist – Technology (2020 – 2022)

- **Delivered digital transformation initiatives across HR and Finance platforms.**
- **Managed HR and ERP integrations linking** Oracle Fusion HCM, SilkRoad, Lever ATS, and NetSuite**.**
- **Automated onboarding/offboarding, reducing cycle time by 70%.**
- **Implemented AI & Power Platform workflows to streamline compliance and reporting.**
- **Supported global payroll data synchronization and audit readiness with zero downtime.**

Lead Engineer (2018 – 2020)

- **Delivered ERP modernization and process automation across business lines.**
- **Built Node.js & JavaScript-based custom integrations for Oracle Fusion HCM and Taleo ATS.**
- **Introduced CI/CD pipelines, GitHub Actions, and code quality automation tools (SAST/DAST).**
- **Reduced manual integration time by 30% through API standardization.**

Software Engineer → Engineer (2016 – 2018)

- **Supported Oracle Fusion HCM and Taleo ATS integration and data migration projects.**
- **Automated data validation scripts improving accuracy and reducing errors by 40%.**
- **Delivered key modules in C/C++ and JavaScript environments for HR process automation.**

Career Impact

- Spearheaded Brillio's end-to-end digital office transformation, enabling zero downtime during COVID and 6× faster hiring cycles.
- Integrated ERP, HR, and automation ecosystems to deliver measurable business outcomes — speed, compliance, and AI-driven efficiency.
- Achieved consistent career growth from Engineer to Architect in under 10 years through impact delivery and leadership excellence.

Business Value Highlights

Led end to end digital transformation of Brillio enabling profitable y-o-y growth and attracting top investors

- Deployed cloud-based hiring and onboarding solutions (**SilkRoad** for onboarding and **Lever** for Sourcing), leading to a 2X workforce and 7X whopping speed which brough us ZERO downtime during COVID and fully digital
- Part of Implementing global employees interface **solution OnTheGO**, resulting in USD **1+ Mn savings**, 90% reduction in high-volume transaction time, and over 6X ROI.
- Integrating the overall systems and timely IT integration for **four acquisitions (Comity Designs, Cognetik, Standav, CloudStratex)**, resulting in revenue growth exceeding **USD 80 Mn** and cost savings of over **USD 500K.**

Innovation and AI focused deliverables

- **AI Led Operations** using N8N for detection and responding to all user queries in Service NOW, which made 2X of speed in action.
- AI Infusion across applications: **OCR** for expense automation, **Anomaly detection** across all Expenses, **Talent Fit** and **JD** generations…etc.

Security, Automation & Standards – Zero Security Incidents, A rated in BitSight/Security Scorecard

- Implemented robust cybersecurity measures including **OAuth2.0, message encryption, and cloud security** to safeguard data at rest and in transit**,** fortifying digital assets with zero data breaches to date.
- Spearheaded the adoption of **ITGC controls** across product lines, leading to a reduction of over 20% in audit costs and enhancing visibility and governance.
- Improved **engineering productivity** by bringing best practices across product lines like **CICD, SAST, DAST, Linting, GitHub Copilot** tools integration, improved code quality and coverage, Speed of Delivery.

Top Awards

- **Employee of the Year (CIO Award)** – For outstanding ERP transformation and automation delivery.
- **AI Shark Tank Runner-Up** – Recognized for AI-led innovation and process automation framework.
- **20+ CXO & Business Excellence Awards** – For system reliability, innovation, and leadership in digital transformation.
- **Brillian of the Quarter, Month & Value Champion** – Multiple recognitions for exceptional performance in global delivery.

Social Contribution

- Marshalled a team of 10 people contributing in Bringing Smiles event.
- Introduced a free internship-based job program and Guidance for graduates from poor families and rural villages.

Educational Qualification

- **Post Graduation** diploma in **Systems software Development** from C-DAC.
- **Graduation** in **Computer science engineering** from JNTU-K university.