

Sarfraz Shaikh

SAP Incentive Management Architect · Data Engineer · AI Builder

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PROFESSIONAL SUMMARY

Product Architect with 8+ years designing enterprise-grade SAP Incentive Management solutions across TCS, Infosys, and Cognizant. Deep expertise in incentive compensation architecture, Oracle PL/SQL, SAP HANA, and the full SAP Commissions / CallidusCloud stack. Parallel builder in generative AI — RAG pipelines, autonomous agents, and AI copilots grounded in governed enterprise data. M.Tech Electrical Engineering (VJTI Mumbai) background that sharpened first-principles thinking and a bias for systems that are measurable, not just functional.

CORE COMPETENCIES

- SAP IM / Commissions / CallidusCloud
- Oracle PL/SQL & Database Architecture
- SAP Advanced Workflow & Rule Engines
- SAP Crystal Reports & Embedded Analytics
- SAP Business Data Cloud (BDC)
- Agile / Scrum / SAP ALM
- Generative AI Agent Development
- SAP HANA & In-Memory Analytics
- REST API Design & Integration
- Groovy Scripting & Shell Automation
- Microsoft Copilot Studio
- Python for Data & Automation

PROFESSIONAL EXPERIENCE

Product Architect · Cognizant

Hyderabad, India · Jan 2026 – Present

- Architecting end-to-end SAP Incentive Management solutions for global enterprise clients, translating complex compensation logic into scalable rule-engine configurations.
- Leading AI capability integration — designing generative AI agents (RAG + tool-use) that surface commission explanations and dispute resolution in natural language.
- Driving SAP Business Data Cloud adoption: federated data modeling, live views, and analytics across hybrid cloud estates.
- Collaborating with cross-functional teams on system design, stakeholder communication, and delivery governance.

Technical Lead · TCS (Tata Consultancy Services)

Pune, India · Mar 2022 – Dec 2025

- Led a team of 7 engineers delivering SAP Commissions implementations impacting 10,000+ sales agents across North America and EMEA regions.
- Designed and optimised batch calculation pipelines on Oracle — reducing period-end processing time by restructuring PL/SQL packages and parallelising critical path jobs.
- Built SAP Advanced Workflow solutions for dispute management, crediting, and exception handling — eliminating manual overrides across quarterly close cycles.
- Implemented SAP Crystal Reports and Embedded Analytics dashboards consumed by VP-level stakeholders for payout visibility.
- Mentored junior engineers on PL/SQL performance tuning, Groovy scripting, and SAP Commissions configuration standards.

Technology Analyst · Infosys

Pune, India · Jan 2018 – Feb 2022

- Delivered CallidusCloud Commissions (later SAP IM) configurations across full project lifecycle: requirements, design, build, test, and hypercare.
- Authored complex Groovy scripts for custom calculation logic, data transformation, and system integrations via REST APIs.
- Built Unix Shell scripts for automated data ingestion, batch monitoring, and environment health checks.
- Worked directly with client SMEs to translate incentive plan documents into system-executable rule chains.

Visiting Faculty · VJTI Mumbai
Mumbai, India · Aug 2017 – Dec 2017

- Taught undergraduate electrical engineering modules at one of India's premier technical institutions.

KEY PROJECTS & OPEN SOURCE

SAP IM Expert Assistant

Claude API · RAG · Copilot Studio · SAP Commissions data

Generative AI agent that explains commission calculation outcomes in plain English — tracing rule chains, crediting logic, and period-end adjustments transaction by transaction. Deployed as a web agent on sarfaraz.pro.

MCP Client + Server for Supabase (Open Source)

TypeScript · MCP SDK · Claude API · Supabase · Express.js · github.com/smsarfaraj

Full Model Context Protocol stack built from scratch: a TypeScript MCP server exposing 18 Supabase tools (DB, Auth, Storage) and a web client with Claude AI chat and a direct MCP Inspector. Demonstrates the full agentic loop — tool discovery, tool_use blocks, and result synthesis.

In-Hand Salary Calculator (inhandSalary.com)

React · Netlify · 90% AI-assisted build

Real-time Indian salary calculator handling new and old tax regimes, EPF, professional tax, and HRA exemptions. Built and deployed with 90% AI tooling as a build-in-public case study.

sarfaraz.pro — Personal Reference Site

Vanilla HTML/CSS/JS · Netlify · Supabase Analytics · Claude AI

End-to-end personal brand and SAP IM reference site — 95+ pages covering interview prep, architecture diagrams, articles, and an AI Ask agent. Built with 90% AI assistance and deployed as a build-in-public project.

CERTIFICATIONS

- SAP Certified — Incentive Management & Embedded Analytics SAP · Oct 2025
- SAP Certified Associate — Generative AI Developer SAP · Nov 2025
- SAP Certified Associate — SAP Business Data Cloud SAP · Nov 2025
- Databricks Fundamentals / Generative AI / AI Agents Databricks · Nov 2025
- Microsoft Applied Skills — Autonomous Agents (Copilot Studio) Microsoft · Jan 2026
- Microsoft Applied Skills — Create Agents in Copilot Studio Microsoft · Jan 2026
- CallidusCloud Commissions Specialist SAP · Prior
- Prompt Engineering Bootcamp Independent · Aug 2023

EDUCATION

M.Tech — Power Systems Engineering

VJTI Mumbai (Veermata Jijabai Technological Institute) · 2015 – 2017

GPA 8.61 / 10 · Second Rank in Programme

B.E. — Electrical Engineering

MGM JNEC, Aurangabad · 2011 – 2015

TECHNICAL TOOLKIT

Languages: Groovy · SQL / PL-SQL · Shell / Bash · Python · TypeScript

Tools: Toad for Oracle · SQL Developer · SAP ALM/APM · GitHub Copilot · Claude · SAP Joule · CLI / Putty / WinSCP

Methodologies: Scrum · Kanban · Scrumban · SAP ALM · Agile Delivery

References available on request · Full portfolio & articles at sarfaraz.pro