SHWETA RANI

+91 9176785018
shwetarani690@gmail.com/
shwetacutegal91@gmail.com

A results-driven financial planning and analysis professional seeking to leverage experience in headcount forecasting, financial modeling and cost optimization. Eager to contribute expertise in enhancing forecasting accuracy, implementing automation tools for reporting and driving cost efficiencies in a dynamic, fast-paced environment.

👤 PROFILE SUMMARY

– Accomplished financial planning and analysis leader with over 12 years of experience in headcount forecasting, financial modeling & cost management across global markets. Adept at using data-driven insights to influence strategic decisions and streamline financial operations.

– Proven expertise in **improving forecasting accuracy** for headcount and expenses, with a notable **89% improvement in forecasting precision**. Skilled in transitioning from high-level to granular forecasting models that provide actionable insights, resulting in better resource allocation and cost containment.

– Successfully **implemented automation in reporting** using tools like Power BI and BPC, reducing manual reporting time from eight hours to just **30 minutes**, significantly boosting team productivity and reducing operational overheads.

– Demonstrated leadership in managing cross-functional teams of 8-9 members, driving improvements in budgeting processes and fostering strong relationships with stakeholders across **50+ call centers** and over **9,000 employees**. Instrumental in guiding teams through **driver-based budgeting and planning**, ensuring alignment with corporate financial goals.

– Played a key role in achieving cost savings through **cap planning** and **seasonality forecasting**, helping the organization avoid unnecessary hiring costs and reduce headcount-related expenditures by identifying **119 FT dollars per position** in savings, contributing to enhanced financial efficiency.

💼 WORK EXPERIENCE

Wells Fargo, Chennai | Mar' 2023 – Apr'2025
AVP – Financial Planning and Analysis
Key Result Areas:

– Spearheaded monthly headcount forecasting for Consumer and Retail Banking (Fraud & Claims), integrating attrition trends, hiring needs, and grade-level role evaluations using Workday and Glidepath data, while delivering MoM movement analysis with strategic business justifications.

– Partnered with US-based stakeholders to compile and present quarterly governance reports on workforce headcount.

– Analyzed transaction-level data across Debit and Credit Cards to evaluate fraudulent activity and claims volume, highlighting revenue-sensitive patterns and potential financial exposure.

– Prepared monthly cost forecasts for Fraud and Claims functions, leveraging 12-month trailing averages to enhance accuracy and support proactive financial planning.

– Designed dynamic Power BI dashboards to visualize monthly and annual spending trends, enabling leadership to monitor KPIs like calls per alert and calls per claim against fraud-related costs.

– Delivered analyses of fraudulent transactions and claims activity between reporting periods, distilling insights for management decision-making across the Cards business.

– Developed and presented monthly indirect cost forecast decks to senior management, enabling comprehensive financial oversight and informed budgetary decisions.

– Led the transition from Excel-based (Essbase) reports to Power BI dashboards, significantly improving interactivity, stakeholder accessibility & data visualization.

– Collaborated cross-functionally to align forecasting, reporting and governance deliverables with evolving business goals, enhancing data integrity and transparency.

⚙ CORE COMPETENCIES

Financial Planning & Forecasting

Headcount and Workforce Analytics

Cost Optimization & Variance Analysis

FP&A Automation and Tool Implementation

Revenue and Expense Reporting

Budget Consolidation & Rationalization

CAPEX and OPEX Management

Stakeholder & Executive Reporting

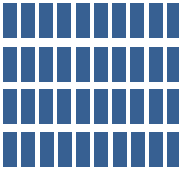Business Performance Monitoring & Insight

⚙ TECHNICAL SKILLS

Microsoft Office

Power BI dashboards

EPM (Essbase)

SAP(IRIS web)

🏆 KEY HIGHLIGHTS

– Recognized as the "Most Diversified Employee" in 2023.

– Implemented a Power BI dashboard for Fraud and Claim Management (FCM).

– Spearheaded the rationalization of PC between NIS and EPM for improved Actuals vs. Budget reporting.

– Nominated as "Best Team Performer" in 2016 for exceptional contribution to team success.

– Successfully managed the Corporate Finance Budget process during a deputation to Singapore (2016-2017), earning high recognition from top management.

– Represented school, college, and corporate teams in district-level volleyball tournaments and won the badminton tournament at OLAM and Wells Fargo.

💼 PREVIOUS WORK EXPERIENCE

OLAM Information Services India Pvt. Ltd., Chennai | Jun' 2016 – Mar' 2023
Assistant Manager – Financial Planning and Analysis
Key Result Areas:
– Consolidated & reviewed group-level budgets for Olam, delivering actionable insights and financial commentary to top management through reporting frameworks.
– Monitored weekly movements in book value, including volume and gross contribution trends, and conducted in-depth analysis on segment-wise inventory ageing to support working capital optimization.
– Tracked YTD performance of cost control transformation (CCT) initiatives against year-end budgets, providing variance insights and identifying areas of underperformance or savings potential.
– Actively participated in business review meetings, documenting key decisions and ensuring timely execution through follow-ups and cross-functional coordination.
– Compiled comprehensive Business Review Meeting (BRM) reports featuring month-on-month financial trends, year-on-year comparisons, and budget variance graphs to support leadership discussions.
– Led quarterly analysis of top 10 countries' corporate tax projections, ensuring financial accuracy, identifying risk exposures, and supporting tax planning efforts.
– Evaluated fixed capital expenditure on a quarterly basis, comparing actuals with budgets and highlighting investment utilization efficiency.
– Played a pivotal role in transitioning from Excel-based budgeting to SAP BPC (Business Planning & Consolidation), streamlining financial consolidation, enhancing data integrity, and improving reporting timelines.

Tata Consultancy Services India Pvt. Ltd., Chennai | Jul' 2015 – Jun' 2016
Business Process Lead – Financial Planning and Analysis, Nielsen Process
Key Result Areas:
– Analyzed and reported financial performance for all LATAM business units, aligning outcomes with strategic targets and supporting decision-making through accurate planning, forecasting, and budgeting.
– Conducted detailed cost variance analysis across key categories—such as salaries, travel, allocations, outsourced services, and training—benchmarking actuals against budgets and forecasts.
– Led pre-close expense analysis at the country level, offering early insights into spending trends and deviations before month-end close, helping local teams manage performance proactively.
– Delivered post-close financial reviews with deep dives into monthly expenses—primarily salary-related—against operating plans, attributing variances to key drivers like volume, inflation, and exceptions.
– Developed high-impact presentations for board and shareholder meetings, translating complex financial data into clear, actionable narratives.

S&P Capital IQ Ltd., Hyderabad | Dec' 2012 – Jun' 2015
Senior Process Executive
Key Result Areas:
– Performed in-depth analysis of financial statements, ensuring accuracy and alignment with reporting standards.
– Conducted trend analysis by comparing actuals against budgeted figures to identify performance patterns and anomalies.
– Delivered variance analysis with concise, data-backed commentary to support strategic financial decisions.

🎓 EDUCATION

– **2013:** MBA (Finance) | Regional College of Management, Bhubaneswar, 87%
– **2011:** Bachelor Degree | Patna Women's College, Patna, 74%

⚙ SOFT SKILLS

- Proactive Problem-Solving
- Accountability & Reliability
- Effective Communication
- Adaptability to Evolving Needs
- Collaborative Mindset

👤 PERSONAL DETAILS

– **Languages:** English, Hindi, Oriya
– **D.O.B.:** 6th March 1991