Imran Anwar

Principal Workday Integration Consultant

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SUMMARY

Principal-level Workday integration and Extend consultant with 25+ years in software, 12+ of them in Workday, 9 active certifications, and 16+ full-cycle implementations across Financial Services, Higher Education, Government, Insurance, Retail, and Health. 14-year full-stack engineering background (C#, .NET, JavaScript) supports advanced Studio development and complex XSLT authoring. Known for DART-clean delivery and production use of XSLT 3.0 streaming, Message Queue Service, and Studio Listener Service, capabilities most Workday consultants haven't worked with directly.

CORE EXPERTISE

Workday: Studio, Extend, Orchestrations, Core Connectors (CCW/WECI/CCB), EIBs, RaaS, PECI/PICOF, Message Queue Service, Listener Service, Security & Business Processes, Custom Reports (BIRT) · **Integration:** SOAP/REST APIs, XSLT 2.0/3.0, XML, JSON, MuleSoft · **Leadership:** managed teams of 15+ developers, onshore and offshore

CERTIFICATIONS (9 ACTIVE)

Workday Extend · Workday Orchestrate Developer Services · Workday Studio · Workday Integration · Workday Cloud Connect for Third-Party Payroll & Payroll Interface · Workday Financial Integration · Workday Cloud Connect for Benefits · Workday Medium Enterprise (Launch Approach) · MuleSoft Certified Developer – Integration & API Associate
Credential: Workday Pro

PROFESSIONAL EXPERIENCE

Senior Workday Extend & Orchestrations Consultant · Carvana Dec 2025 – Present

- Built 5 Orchestrations automating HR/IT events across Workday, ServiceNow, and payroll.
- Delivered a Workday Extend app automating 30+ contingent-worker onboardings per month, eliminating a manual multi-team handoff chain.

Senior Workday Consultant · Intact Feb 2025 – Dec 2025

- Stepped in mid-project to own deliverables across HCM, Payroll, Benefits, and Recruiting.
- Diagnosed and resolved production integration failures in Studio, EIB, Extend, and Orchestrations.

Senior Workday Consultant · Manulife Jun 2024 – Feb 2025

- Delivered DART-compliant XSLT 3.0 streaming payroll integrations (PECI/PI) for a 30,000+ employee population.
- Built a manager-facing Total Compensation Statements app in Workday Extend.

Principal Workday Consultant · Cognizant Dec 2021 – Jun 2024

- Technical ownership of integration architecture for Nike, 3M, Solventum, Apple, and Indian River State College (80,000+ workers).
- Implemented Studio Listener Service and Message Queue Service for event-driven integrations with at-least-once delivery and idempotent consumers, all DART-clean.

Workday Consultant (contract) · CrossCountry Consulting Aug 2021 – Dec 2021

- Delivered financial integrations (Accounting General, Bank Statements, Electronic Payments, EDI Supplier) via Studio, EIBs, and Core Connectors within a 4-month engagement.

Workday Consultant · Indeed Inc. Jul 2020 – Aug 2021

- Delivered 12+ financial integrations using Studio and EIB; configured ADP and Aon Hewitt Payroll Interface integrations.

Manager, Workday Practice · PwC Canada Apr 2014 – Jul 2020

- Led 10+ full-cycle deployments across Financial Services, Healthcare, Retail, Higher Education, Insurance, and Government.
- Managed a 15-developer team; built the practice's initial Workday Extend capability.

Prior: 14 years of full-stack software engineering (.NET, C#, JavaScript, PHP) across enterprise, web, and database systems, 2000–2014, including roles at Region of Peel, Audability Inc., and Deloitte.

EDUCATION

M.S. Technology Management, Eastern Illinois University, USA (2007) · M.S. Computer Science, Hamdard University, Pakistan (2001)