Kushal Geeganage BSc IT, CSM

A Professional in Project Management | Delivery Leader | Process Optimizer

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Dynamic and results-driven Project Manager with 12+ years of experience in leading multinational projects across diverse industries, including ERP, E-commerce, and HR systems. Proven track record of delivering complex projects on time, within budget, and exceeding client expectations. Adept at managing cross-functional teams, implementing Agile methodologies, and driving process improvements that result in significant revenue growth and operational efficiency. Recognized for exceptional leadership, strategic thinking, and multicultural collaboration, with a strong ability to adapt to global business environments. Key achievements include the successful implementation of a company-specific Agile framework that contributed to 20% incremental revenue growth and the largest HR system implementation in Brunei with an ROI of over $10 million. Skilled in project planning, resource management, and stakeholder communication, with a solid technical background in software development and data analysis.

AREAS OF PROFICIENCY

Project Management	Strategic Planning & Execution	Change Management
Financial Management	Client & Stakeholder Management	Technical Expertise
Training & Compliance	Leadership & Team Development	Process Optimization
Global & Multicultural Collaboration	Data-Driven Decision-Making	Continuous Improvement

SKILLS

Agile (Scrum, Kanban)	JIRA	MS Project
Jira Structures	Confluence	E-Commerce
Fiscal Compliance	Power BI	DevOps
.Net	Java	MS SQL
HRIS	Jenkins	Test Automation

PROFESSIONAL EXPERIENCE

Technical Delivery Manager   **Sept 2023 to Present**

Enactor

- ✓ Led the technical implementation of fiscal compliance solutions for POS systems across multiple regions, ensuring alignment with complex legal requirements, software configurations, and national tax system integrations.

- ✓ Managed end-to-end project delivery, from requirement gathering to implementation, collaborating with stakeholders across different time zones to meet project timelines and align solutions with the product roadmap.

- ✓ Spearheaded R&D initiatives for integrating printers, devices, and third-party APIs with the Enactor system, driving hands-on coding, debugging, and optimization to enhance system performance and user experience.

- ✓ Developed tailored fiscal solutions for existing customers, ensuring compliance with evolving regulations and providing ongoing support.

- ✓ Contributed to market expansion, delivering regulatory-compliant solutions that enabled sales teams to enter new regions and secure new business opportunities.

- ✓ Fostered a culture of continuous improvement, driving innovation in development processes, implementing best practices, and optimizing software development and project management workflows for greater efficiency.

- ✓ Managed 8 multiple product and customer project teams simultaneously, optimizing the project pipeline to ensure efficient workflows and timely deliveries. Maintained a strong focus on meeting customer commitments while aligning fiscal compliance solutions with business objectives.

Delivery Manager	**Jan 2023 to Sept 2023**
Senior Project Manager	**Aug 2021 to Dec 2022**
Project Manager	**Aug 2017 to Aug 2021**
Sana Commerce	

- ✓ Expanded project capacity by developing and monitoring resource plans, supporting new resource requisitions, and increasing the Project Organization size from 40% to 70%.
- ✓ Established decision-making frameworks, tracking and reporting on project and program KPIs to drive continuous improvement.
- ✓ Managed multi-regional project portfolios across USA, EUR, EMEA, and APAC, overseeing clients with a combined capital of €40M.
- ✓ Provided strategic forecasting and implemented corrective actions to improve delivery outlook and achieve 50% growth in benefit realization.
- ✓ Ensured smooth project delivery for high-profile clients, including European manufacturers and the largest government body in the Netherlands.
- ✓ Enforced adherence to governance standards, project management best practices, and Sana Commerce frameworks.
- ✓ Contributed to BHAG goals, delivering 30% of projects ahead of schedule in 2020, collaborating with onshore (US, Europe) and offshore (Sri Lanka, Ukraine) teams.
- ✓ Achieved 40% service revenue growth by accurate forecasting and close management of project timelines.

Notable Achievements

- ✓ Conceptualization and successful implementation of a company specific, industry leading Agile framework that is economical to the client, shortened process from months to weeks, captured higher market share and contributed 20% incremental revenue growth in 2020.

Project Lead	**Apr 2016 to Feb 2017**
Associate Project Lead	**Apr 2014 to Apr 2016**
Senior Implementation Engineer	**May 2013 to Apr 2014**
Implementation Engineer	**Jan 2012 to May 2013**
hSenid Business Solutions	

- ✓ Achieved a seamless integration of a highly cross functional fast track HR system implementation in East Africa for East Africa's Largest hair addition manufacture with over 15,000 employees in 8 geographical locations in two countries with a payroll Value of $5.2 Mn.

- ✓ Conceptualization, development & roll out of an on-line training program for a target audience of more than 1000 employees spread across world. Trained within 2 months and demonstrated 98% compliance for the client.

- ✓ Worked closely with enterprise clients, understanding their HR process requirements, aligning solutions with business needs, and ensuring smooth integration with ERP and third-party systems. Acted as a key liaison between clients, internal teams, and leadership.

- ✓ Oversaw project planning, requirement gathering, resource allocation, and risk management. Ensured timely delivery of HRIS solutions while maintaining high quality standards and compliance with country-specific payroll and labor laws.

- ✓ Streamlined implementation methodologies by standardizing workflows, documentation, and testing strategies. Improved solution efficiency by introducing best practices in system configuration and optimizing end-to-end HR operations.

Notable Achievements

- ✓ Earned recognition as the project lead of the first & only Enterprise HR management Implementation which was implemented in APEC region for one of the largest airlines in the region within 14 months with exceeded customer expectations.

- ✓ Achieved the largest HR system implementation in Brunei with payrolls for 10 countries with over 10,000 local employees in 14 months with ROI of over $10 Mn.

Software Engineer   **Aug 2011 to Jul 2012**

Sierra Information Technology

- ✓ Developed and implemented a comprehensive Hospital Information Management System (HIMS) used in 15+ hospitals for advanced administration, HR management, and financial accounting.
- ✓ Contributed to the design and development of the Electronic Medical Record system, enabling digital patient records, case histories, and treatment tracking for hospitals and clinics.
- ✓ Worked on full-stack development, leveraging modern technologies and frameworks to build scalable healthcare solutions.
- ✓ Collaborated with cross-functional teams, including hospital administrators and healthcare professionals, to customize and optimize solutions based on user needs.

Onsite Developer – State Engineering Corporation (SEC)

- ✓ Led the development and implementation of the AS400 payroll system, ensuring smooth payroll operations and compliance with organizational policies.
- ✓ Provided technical support and optimizations, enabling the SEC team to efficiently manage payroll processes with minimal disruptions.
- ✓ Worked closely with internal stakeholders to understand requirements, troubleshoot system issues, and enhance overall functionality.

Axsys Technology Limited

- ✓ Developed a Point of Sale (POS) system from scratch using .NET, tailored to meet client-specific requirements.
- ✓ Collaborated with customers to gather requirements, ensuring the final product aligned with their business needs.
- ✓ Conducted thorough research and analysis of similar industry applications to inform system design and functionality.
- ✓ Implemented core POS functionalities, including transaction processing, inventory management, and reporting features.
- ✓ Worked in a fast-paced startup environment, contributing to the development of innovative solutions in the retail technology sector.
- ✓ Gained hands-on experience in the full software development lifecycle, from concept to deployment.
- ✓ Engaged with clients through product demonstrations, showcasing key features to drive adoption and secure business opportunities while refining the product based on feedback.

ACADEMIC CREDENTIALS

✟ Bachelors of Science in Information Technology. Sri Lanka Institute of Informational Technology

✟ Certified ScrumMaster ® (CSM®) Scrum Alliance, Inc.

NON-RELATED REFEREES

Ruckshan Abeyrathne   **Priyantha Bethmage**
Director – Delivery   **Managing Director**
EvonSys IFS R&D   **Sana Commerce**
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