

STEVEN GARONE

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PRINCIPAL WORKDAY INTEGRATION & EXTEND ARCHITECT

Workday Certified (Extend, Studio, Integrations) • Deloitte Consulting Alumni • 1,000+ Integrations Delivered

Principal Workday Integration and Extend Architect with 10+ years of experience delivering mission-critical integrations, custom cloud applications, and automated pipelines for Fortune 500 enterprises and research institutions. Combines deep Workday platform mastery (**Workday Certified in Extend, Studio, and Integrations**; Big 4 consulting at **Deloitte**) with the ability to diagnose complex runtime failures and engineer tooling that shortens delivery cycles. Track record of over 1,000 integrations delivered with zero post-launch defects, strict least-privilege security boundaries, and documented reductions in client delivery timelines.

CERTIFICATIONS

Workday Certified Professional – Extend

Workday Certified Workday Studio Consultant

Workday Certified Integration Consultant

Workday Developer Agent & AI Architecture (2026)

NIH Patient Data Confidentiality

CORE COMPETENCIES

Enterprise ERP & Architecture: Workday Extend, Workday Studio, Core Connectors, EIB, BIRT Reporting, WQL, PRISM Analytics, Domain Security & Integration System Users (ISU).

Integration Protocols & Formats: REST & SOAP APIs, Webhooks, Web Push, SFTP, XSLT 1.0/3.0, XML / XSD, JSON, MVEL, SQL (MySQL, SQLite).

Modern Development & Cloud: Python, JavaScript (ES6+), C#, Serverless Functions (Netlify / AWS Lambda), GitHub Actions CI/CD, Node.js, HTML5 / CSS3.

Engineering & Security Standards: Automated Testing (Playwright, PyTest), Git/GitHub Version Control, Agile/Scrum, PII Compliance & Least-Privilege Architecture.

PROFESSIONAL EXPERIENCE

Kognitiv Inc — Senior Principal Integrations Consultant

Feb 2026 – Sep 2026

- Architected custom **Workday Extend** applications and complex multi-endpoint **Orchestrations** for enterprise tech leaders (including a global on-demand delivery platform and an enterprise cybersecurity firm), bridging proprietary HCM workflows with external vendor systems.
- Diagnosed and resolved mission-critical binary streaming defects inside the Workday Maya runtime engine, overcoming Base64 buffer overflow and null-padding limits to engineer resilient PubSub data pipelines into an external Talent Acquisition AI Hub.
- Pioneered early-adoption architecture on the **Workday Developer Agent platform**, engineering "**Agent Syft**" for the **2026 DevCon Hackathon**—an AI data quality assistant for Revenue Management combining conversational reasoning (`.agent / .agentski11`), sandbox Python fuzzy matching, and human-in-the-loop merge Orchestrations.
- Built automated SOW estimation toolkits and standardized rapid Extend PMD/orchestration generation across distributed consulting teams.
- Implemented strict Integration System User (ISU) permissions and domain security policies, enforcing least-privilege access and ensuring zero security compliance incidents across client tenants.

Systics — Head of Innovation

Jan 2025 – Feb 2026

- Led technical innovation and product architecture, spearheading development of custom enterprise applications, automation utilities, and analytical dashboards integrated directly into Workday.
- Partnered with C-suite stakeholders and client HR/Finance leadership to analyze workflow bottlenecks, translating pain points into production-ready Extend applications and automated integration jobs.
- Established standardized code review, version control, and quality assurance processes across distributed teams of integration consultants and technical analysts.

Syssero — Senior Integration Architect

Feb 2021 – Dec 2024

- Created and conducted structured training programs for entry-level consultants, mentoring junior cohorts to successfully achieve demanding Workday certifications and accelerating billable deployment.
- Served as the primary escalation lead for high-stakes client requirements deemed "impossible," reverse-engineering platform limitations to maintain a 100% customer delivery record.
- Directed end-to-end integration delivery across concurrent enterprise client implementations, managing and mentoring junior integration analysts and architects.

- Designed and maintained dozens of bespoke Workday Studio assemblies, Core Connectors, and BIRT reporting layouts spanning Payroll, Benefits, HCM, and Financial Management.
- Served as lead escalation engineer for mission-critical integration defects, optimizing complex XSLT transformation routines to reduce runtime latency and prevent data transmission drops.

DXC Consulting — Lead AMS Integration Architect

Apr 2020 – Feb 2021

- Supervised post-production Application Management Services (AMS) for high-profile enterprise accounts, maintaining dozens of critical data integrations and outbound file exchanges.
- Managed bi-annual Workday feature release regression testing, preemptively remediating integration breaks and advising client leadership on new platform capabilities.

Deloitte Consulting, LLP — Senior Solutions Specialist

Jul 2019 – Apr 2020

- Delivered full-lifecycle Workday implementation and integration architecture for Fortune 500 accounts within Deloitte's Human Capital practice.
- Partnered with cross-functional workstreams (HCM, Payroll, Benefits) to map integration specifications, author custom XSLT transformations, and lead joint functional/technical testing.

OneSource Virtual — AMS Integration Consultant

Aug 2015 – Jul 2019

- Developed, tested, and deployed over 100+ inbound and outbound Workday integrations utilizing Workday Studio, Core Connectors, EIBs, and custom XML reports.
- Diagnosed and resolved complex integration failures, troubleshooting schema discrepancies, SFTP handshake timeouts, and authentication tokens.

Prior Technical Foundation: NetTime Solutions (2013–2015): Technical Support Rep troubleshooting SQLite databases, networking hardware (DHCP/static IP), and training new staff. • **Stream / Apple Support (2012–2013):** iOS & Mac OS Technical Advisor maintaining 90%+ CSAT, advanced networking diagnostics, and floor mentoring.

TECHNICAL INNOVATION & CLOUD ARCHITECTURE

AI-Augmented Extend Development & Architecture Engine

Claude MCP, Workday Extend PMD, Schema Modeling, Playwright

- Built an internal AI-assisted development context engine directing Claude to generate 130KB+ customer-ready technical design documents, business object schemas, and automated SOW estimates.
- Significantly accelerated custom application prototyping and design document turnaround while generating automated Playwright regression test harnesses.

Event-Driven Cloud Notification Service

Python, Serverless APIs, Web Push, VAPID Cryptography, PyTest

- Engineered an automated, high-reliability push notification pipeline dispatching real-time event updates to client web applications.
- Built serverless API endpoints (Netlify Functions) coupled with asynchronous Python background dispatchers and Web Push service workers.

EDUCATION

Arizona State University — Coursework in Computer Science, Technology & Systems Management