

Sourav Sen

Vice President @ Accenture | Cross-functional Strategic Transformation

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Summary

Strategic Transformation Leader with 20+ years of experience in advisory consulting, specializing in **Digital Transformation, Complex Program Delivery, Strategic Innovation Services** and **Business Process Management**. Proven expertise in delivering scalable, strategic transformation across industries, driving measurable business outcomes with agile methodologies and intelligent automation solutions – establishing new ways of working to make processes simpler, better, and faster, while ensuring tighter controls through traceability and transparency

Core Competencies

Digital Transformation & Automation: Owning initiatives that streamline operations and enhance efficiencies
Change Management: Experienced in creating governance structures to facilitate seamless organizational change
Data Analytics & Process Optimization: Proficient in leveraging data-driven insights for improved decision-making and operational risk management

Professional Experience

Vice President, Transformation – Advisory Consulting

Accenture Solutions Pvt. Ltd.

Aug 2019 – Present

Operations CoE: Led the strategic implementation of the Operations CoE, integrating HR, Finance, and Business Operations processes to drive efficiencies

Automation CoE: Established and scaled the Automation CoE for a Pharma client, increasing automation adoption from 20% to 65%

Governance & Program Delivery: Architected the Intelligent Automation Program for Financial Reporting and HR Services, focusing on cost efficiency and sustainability

Vice President, Global Automation Service Line (GASL), Automation & Innovation

HSBC Technology

Mar 2019 – Jul 2019

Led global automation initiatives, focusing on cost optimization, agile methods, and in-house capability building
Established reusable components for automation solutions, reducing operational risks and enhancing scalability

Key Projects

Operations CoE Setup and Scale-up (2022–Present): Defined taxonomies, established performance metrics, and drove transformation through simplification and automation across key business functions

Automation CoE Development (2020–2022): Built a Citizen Development Model that increased automation adoption to 65%, reducing delivery times by 50%

Pharma Regulatory Documentation Management (2019–2020): Optimized documentation processes to achieve a 30% effort reduction while maintaining 100% compliance with regulatory standards

Career Highlights

Accenture Solutions Pvt. Ltd. – Delivered high-impact transformation initiatives, emphasizing sustainable change spanning multiple industries and service lines within the Firm and across various Clients

HSBC Technology – Drove global automation and agile transformation efforts, ensuring scalability and improved cost efficiency within APAC

Prior Work Experience [~15 yrs.] – Across Genpact, Altisource, Wipro, Bharti Airtel and Standard Chartered Bank

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Top 5 Clifton Strengths: [Ideation](#) | [Responsibility](#) | [Strategic](#) | [Communication](#) | [Intellection](#)

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