

Associate

CV Joël Van Ormelingen

Cloud HR Consultant / Business Analyst/ - Architect / Project Leader

Personalia:

<p>Name: Joël Van Ormelingen</p> <p>Birthdate: 13 Januari 1975</p> <p>Location: Lanaken (Belgium)</p> <p>Nationality: Belgian</p> <p>Tel.: +32 498519723</p> <p>Mail: joel@freelancehcm.com</p> <p>Linkedin: https://be.linkedin.com/in/joelvanormelingen</p>	
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Education:

2000 – 2001: HBO Informatica (System Engineering) by Nijssen Adviesbureau voor informatica b.v. (excl. Thesis)

1995 – 1998: Bachelor Social Readaptation Science



2016 On the job training by Driscolls Senior Business Analysts and implementation partners, in Workday Core HCM and Workday Recruitment. 2019; Several Learn on Demand trainings in HR including Customer Project Manager.



SAP Certified Application Associate – SuccessFactors Employee Central Q2/2015 (Delta certifications uptodate)

SAP Certified Application Consultant – SuccessFactors Onboarding

SAP SuccessFactors Onboarding 2.0 Academy

SAP SuccessFactors LMS Concepts

SAP Activate for SuccessFactors L1, L2 and L3

Introduction to SAP Activate

THR84 SuccessFactors Recruiting Marketing (e_EN_Col84)

THR83 SuccessFactors Recruiting Management (e_EN_Col84)

THR82 SuccessFactors Performance and Goals Academy (e_EN_Col64)

THR80 Foundations of SuccessFactors HCM Academy (col53)

THR99 SuccessFactors MDF Academy (col53)

THR81 SuccessFactors Employee Central Academy (col54)

SAP® Certified Freelance HCM Associate

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THR91 Onboarding Academy (col61)

openSAP

(since 2015 – today)

OPENSAP Integration – The Key to the intelligent Enterprise (int1)

OPENSAP Introduction to SAP Enterprise Architecture Designer (hsead1)

OPENSAP Introduction to SAP Screen Personas (sps2)

OPENSAP Implementation of SAP Business Objects Cloud (boc1)

OPENSAP SAP HANA Cloud Platform Essentials (hcp1)

OPENSAP - Implementation Made Simple for SAP SuccessFactors Solutions (sf3)

OPENSAP – Run Simple HR with SuccessFactors Employee Central (sf2)



(between 2000-2015)

HR_290_62 System Configuration ESS/MSS

HR250_52 Employee Self-Service

NET 200 Web. App. Server: Dev. Web Appl.

HR505 Organizational Management

HR306 Configuration of Time Recording

HR390 Introduction to payroll

HR705 Customizing Payroll NL and Reports

HR405 Customizing Payroll Framework NL 2000 – 2001: SAP Script

SAP R/3 Getting Acquainted Human Resources 4.6 (N)

SAP R/3 (V 4.6) Getting Professional Personnel Administration and Time Management

Dialog Programming, Data Dictionary, ABAP/4 – Reporting, Introduction ABAP/4, Batch Input Programming, Introduction SAP FI, MM and SD by Siemens

Consultancy Skills and Products training: *(between 2000-2015)*

Arinso Consultancy Skills:

Consultancy Skills 1 (Arinso internal Training)

Enterprise Compensation Management (Arinso internal Training)

Arinso Products Training:

HR Browser v5.3 (formerly OpenHR), Arinso Query v4.1, Arinso E-Query v4.1, Arinso Connector for OrgPublisher v3.1, OrgPublisher v7.1, Arinso Business Chart v4.0 for MS-Visio (formerly OpenHR), Arinso Datacontrol Toolset, Arinso Transfer Tool, Arinso Payroll Checker, Arinso HR Checker, Arinso Wage Type Catalog

Profile:

I'm an HR IT Professional who has been working internationally in different roles, with different systems and methodologies (Waterfall /Agile – Scrum) and this in several industries and the public sector since the previous century.

My tasks varied over time from hands-on development and implementation to business analysis, strategic advice and project leadership.

Working in all these different settings made me capable of adapting and adopting quickly to any environment.

Being able to gap the bridges between stakeholders across HR and IT and in the mean time keeping a holistic overview of the entire project and beyond is where I'm at my best.

Hobbies: IoT and home automation, linking non apple homekit compliant devices via homebridge (using nodejs server/ json files/plugin/apis) to the apple home app.

Experience:

Company FreelanceHCM bvba: (Belgium) 2012 – Present

Projects while working as a Freelancer:

- **Client: K+S Gruppe (Germany) (2020) Workday Sr HRIS Analyst**

Working as Workday Sr HRIS Analyst, for a global Workday HCM implementation including Recruitment, Onboarding, Core HR, Talent, Compensation globally and Absence implementation.

I've been working on this project after the Go Live: Support, creating and running EIB integrations to load the catchup data corrections. Redesign of BP's, Redesign of the Security concept, advice on integrations and Workday release management. Advice on Reorganizations and Carve Outs.

Provide on the job training by assisting the Workday Super Users in Workday maintenance. Overhaul the entire Workday Recruitment implementation, Overhaul Talent and Performance review cycles including Calibration.

- **Client: Centrotec (Germany) (2019) Workday SME & HRIS manager a.i. (assignment ends May 2020)**

Working as Workday SME, for a global Workday HCM implementation including Recruitment, Onboarding, Core HR, Talent, Compensation globally and Absence implementation only for Germany. I've been working on this project end to end, Assist the Global Group HR Director in running the project, strategic advice on testing, training, TOM, Support, creating and running EIB integrations to load the catchup data, Go-Live. As a result of my advice (a.o.) the team setting changed, integration consultants, test coordination, a change manager and dedicated Project lead were added to the team. Core HR Processes (hire, termination, onboarding and change job) are redesigned to be more lean together with an overhaul of the entire recruitment process, align countries with global process where we can. I coached

2 freshers so they are able to continue the roll out of next batches of companies and transition to the support team.

From Februari up to March 2020 I was also the HRIS Manager ad interim. In this role I managed the HRIS team on top of the above SME tasks.

- **Client: Agrana Group (Austria) (2019) Workday Consultant**

Working as Workday Consultant for a global Workday HCM implementation, Assist the Project Manager in running the project, strategic advice on the next project phases and target operating model, assist the support team in reporting, security, configuration, EIB, testing, training etc.

- **Client: Azelis (Belgium) (2019) Workday Customer Project Manager**

Working as Workday Customer Project Manager at Azelis, global Workday Core HR implementation (44 countries) and Absence implementation for Belgium. Coaching the Global HR Project manager and assisting him in setting up the program Roadmap for HR and setting the HRIS team and Support model.

- **Client: Digipolis (Belgium) (2018-2019) Business Architect HR**

At Digipolis (the IT company for the City of Antwerp) I'm working as a Business Architect HR on 2 projects:

- Project Onboarding: I've gathered the requirements and I've written the initial RFP including as-is / to-be processes and IT architectural landscape, using/integrating the existing engines from the customers existing microservices architecture landscape. Selected the vendor. Negotiated the contract together with the projectleader. Integrations involved: a.o. SuccessFactors Recruitment (trigger), SAP HR (hiring), SuccessFactors LMS (training proposal), Zendesk (facilities). Handover to the new HR Business Analyst to take over from the implementation phase.
- Project Language learning app: (Dutch for non-natives) I've gathered the requirements and I've written the RFI/ RFP including a proposal for the architectural landscape using/integrating the existing engines from the customers existing microservices architecture landscape with SAP HR and SuccessFactors LMS. Simultaneously I also wrote the paper for PIP (Flanders Program for Innovation Procurement). We selected the vendor, Linguineo, and are waiting on final approval by PIP who are sponsoring half the projects budget, they granted this based a.o. on the fact that the solution will be open to other public and social enterprises and can be brought to the market for private companies. Selected the vendor. Negotiated the contract together with the projectleader. Handover to the new HR Business Analyst to take over from the implementation phase.

- **Client: Tata Steel (Netherlands) (2017- 2018) HRIS Business Analyst**

Tata Steel is replacing their mainframe payroll and time evaluation by local Dutch cloud solutions, since in the past I've been involved with the integration of these systems to their SAP HR systems they contacted

me again to help them gather business requirements and translate them in to functional / technical specs for changes to sap hr, mainframe and the new systems. On top of that I was the Streamlead Integration & Migration. And represent these Workstreams in the Project Core Team at the Board meetings. Assist the SuccessFactors support team in solving open tickets.

- **Client: Elia (Belgium) (2017) HRIS Business Analyst**

Onboarded to assist in the HR roadmap and Vision and to set up a European Tender RFP to replace the Soft HR legacy systems, while gathering requirements it became clear that the Core HR functionality and masterdata was dispersed over several systems including the fact that part of the Core HR functionality and masterdata was handled by a Soft HR system. This led to the start of a new project to replace Core and Soft HR. Prepared the selection criteria for the Vendor selection.

- **Client: Inalfa Roofsystems (The Netherlands, Poland, Slovakia) (2017) HRIS Business Analyst**

Act as Streamlead Integration and support the HRIS team in gathering requirements on integration between Workday HCM and several local HR legacy systems for Poland and Slovakia for Payroll and Time. Monitor the timeliness of the tasks at hand for the several Sprints.

- **Client: VodafoneZiggo (The Netherlands) (2017) HRIS Business Analyst**

- Support the HRIS team with business as usual in SAP HCM: PA, OM and several local HR related systems.
- Support them with preparing the planning for the merger of Vodafone and Ziggo.

- **Client: Driscoll's (EMEA) (2016-2017) HRIS Business Analyst EMEA**

- Support EMEA in Workday HCM, Tableau reporting
- Support DOTA (US, South America) in SuccessFactors Employee Profile, PM/GM, Succession, Dev Planner, RBP and the Workday -> SuccessFactors interface with UDF and Photos.
- Configure PM/GM for EMEA including forms, rbp, routemap,...
- Roll-out and assist UAT Workday Recruitment for EMEA
- Roll-out and assist UAT for SuccessFactors Goals and Performance and Development
- Providing End user training SuccessFactors PM/GM, Employee Profile
- Providing Workday Manager Onboarding Training
- Data quality project, analysis, audit reports and conversion of data in SuccessFactors, Workday, Hyperion, Tableau, PeopleXs,...
- Received Workday training, 1 month on the job training by Driscoll's Workday Business Analyst and Implementation Consultants

- **Client: noname (NDA) (Switzerland /aerospace & defense industry) (2016) HR Streamlead**

- Assist HR Business Owner as Streamlead in setting up Plan to harmonize global HR processes.
- Set up framework document and requirements for a vendor selection for this global HR System and high-level comparison on Workday – Oracle Cloud and SuccessFactors.
- Set up plan to change the current interfaces from the SAP R/3 HR system to the new global S4/HANA Finance system.

- **Transitioning to SuccessFactors Consultant**
- **Client: APG (Netherlands) (2013 -2015) SAP HCM Business Analyst / Streamlead Reorganizations**
 - Business analysis for several HR processes:
 - Hiring, organizational change, leaving, overtime, declarations and ess timewriting cats reporting.
 - Project Leader for several HR Reorganizations:
 - Transfer between companies of the holding, Streamlead Reorganizations
 - Creating a new company and transfer employees from existing companies
 - Transfer into a new organizational structure within the existing company
- **Client: Securex (via Across Technology) (Belgium) (2013) Projectleader / HR IT Architect**

Project: Symphony Architectural Assessment End-2-end architectural assessment from webfrontend

(EuHReka, over SAP HR backend over multilayer middleware (SAP PI, JMS,EAI) to Mainframe (and other applications (java, .net) and back.

Projectleader responsible for planning, budget, delivery of the architectural assessment. Additionally responsible for the delivery of a contract assessment to determine whether the solution involved is a product or a service is treated as such.

- Evaluate the technical architecture with respect to operational readiness (in terms of weaknesses and risks)
- Deliver a comprehensive advise (presentation) for executive management

Previous Employers and accomplishments:

Company Xtensional: (Netherlands) 2010 – 2012 SAP HR Teamleader / Lead HCM Consultant / SAP HR Consultant

- **Client: Ministerie van Economische Zaken, Landbouw en Innovatie (Netherlands) Lead HCM Consultant**

Merging Ministerie of Economische Zaken (SAP) & Ministerie van Landbouw Natuur and Voedselkwaliteit (Oracle) into 1 new Ministerie van Economische Zaken Landbouw en Innovatie.

- **Client: Ministerie van Economische Zaken (Netherlands) SAP HR Consultant**

Conversion of the SAP HR system in preparation of joining the P-Direkt SAP system (Shared Service).

Company Quintisys: (Luxemburg) February 2009 – January 2010 SAP HR Consultant / Projectleader

- **Client: Fabricom GDF Suez (Belgium) SAP HR Consultant / Projectleader**

Project: OSA (Objective Settings and Appraisals: timely and in budget delivery of the SAP OSA implementation.

- **Client: Ericsson HR Shared Services (Netherlands/Germany) SAP HR Consultant / Projectleader**

Coordination for the merger project of 2 Ericsson companies besides managing this project I did all the hands-on SAP HR work myself.

- **Client: Ordina (Netherlands) SAP HR Consultant**

Resolve massive backlog of problems and system unreliability

- **Client: Corus (Netherlands) SAP HR Consultant**

Design and implement E-CATT scenarios for hiring and master data changes

Company Xtensional: (Netherlands) 2006 – 2009 SAP HR Consultant / Auditor / Application manager

- **Client: Siemens AMC NWE (Netherlands) SAP HR Consultant**

SAP HR for the consolidated system (Netherlands, UK, Ireland, Germany, Denmark, Norway, Finland, Poland, Sweden and the Baltics)

Functional and technical application maintenance on TIME, CATS, Travel Management, PA, OM and several custom-made interfaces.

- **Client: Parnassia BAVO groep (Netherlands) SAP Auditor**

System Audit with recommendations and costing on scope: Personnel Administration, Organizational management, Reporting and Time

- **Client: Ministerie van defensie (Netherlands) SAP HR Consultant**

IVPV (planning and registration of medical and psychological examination of military recruits, combination MM and HR

- **Client: ITS Maxeda (Netherlands) SAP HR Consultant**
 - Responsible for Conversion planning and execution (LSMW)
 - Blueprinting CAO impact time & CAO a la carte

- **Client: Sara Lee DE (Netherlands) SAP HR Consultant**

Write functional and technical specs for Time issues for the Accenture Application management (Portugal)

- **Client: Pink Roccade Getronics (Netherlands) SAP HR Consultant**

Deliver On-the-job training standard and custom-made reports

- **Client: Delta (Netherlands) SAP HR Consultant / Application manager**

Application Specialist HR Application management

Company Arinso International: (Netherlands) June 2004 – August 2006 SAP HR Consultant / Projectleader / Developer

- **Client: Nestle (Netherlands). SAP HR Consultant / Developer**

Change PU12 interface (Raet). Change payroll scheme.

- **Client: Universiteit Maastricht / Leiden / Utrecht (Netherlands).**
 - Impact analysis to redesign existing customizing into UVIPA template.
 - Responsible for conversion planning and execution.
 - Support testcoordinator with planning and execution of integration tests.
- **Client: KLM (Netherlands). Assitant Projectleader**
 - Manage the conversionteam.
 - Develop upload programs with LSMW for the upgrade 4.5 - 4.7.
 - Advise the customizing- and testteam on PA and OM.
- **Client: Ministerie van Binnenlandse Zaken (Netherlands). SAP HR Consultant**
 - Review Business Blue Prints and Action Plan for the integration of 12 departments into one 5.0 SAP payroll system including ESS/MSS scenarios for PA.
 - Evaluate the deliverables of IBM/Logica CMG.

Company HuRis: (Netherlands) 2002 – 2004 SAP HR Consultant:

- **Client: SNV (Netherlands). SAP HR Consultant**
 - End user training in competence management.
 - Demo Competence management.
- **Client: Ministerie van Economische Zaken (Netherlands). SAP HR Consultant**

Support the SAP Application managementdepartment: PA, OM, PY, Time, TEM and Recruitment.

- **Client: Essent (Netherlands). SAP HR Consultant**

Design and build a webapplication for flexible benefit plans.

- **Client: Pink Roccade Industrious (Netherlands). / Client: T-mobile (Netherlands) SAP HR Consultant And Client: Dutchtone (Netherlands). SAP HR Consultant**
 - Add the precheck functionality to the ADP payroll interface.

- Workshop for payroll administrators on how to use the customer infotypes and actions.

- **Client: Innovam (Netherlands). SAP HR Consultant**

Change the lay-out of the payroll account and the pay-slip.

- **Client: PINK Roccade ITM (Netherlands). SAP HR Consultant**

Analyze and change Leave registration and calculation.

- **Client: RABOBANK (Netherlands). SAP HR Consultant / Developer**

Project: Payroll control tool.

- Create MS Access application to test impact of Application managements-releases and Support Packages on RT and CRT clusters.
- Support the testcoördinator: analyze testcycle and testware.
- Create user manuals for updating the testset population and for using and updating the testtools.
- **Client: BEN (Netherlands). SAP HR Consultant / Developer**
 - Integrate Objects on loan in SAP HR.
 - Create customer infotype, Data migration, End-user training.

Company Professional Trainees : (Belgium) 1999-2001 SAP HR Consultant

- **Client: ABB Brussel (Belgium). SAP HR Consultant**

Analyze, redesign processes and customize time registration, absences and leave entitlement calculation.

- **Client: Politie Haaglanden (Netherlands). SAP HR Consultant**

Support Application managementdepartment.

Company Konvert Interim (Belgium) March 1999 – August 1999

* Office manager for LIB interim (currently Konvert) sales of tempworkers and coordination of the offices Maasmechelen and Houthalen.

Company Montel Coördination Company (Belgium) December 1998 – February 1999

* Human Resource Assistant filling absences, leave, hiring, transportation costs,...