Workday Consultant / Workday HR Architect.

Personalia:

Name: Joël Van Ormelingen Birthdate: 13 Januari 1975 Location: Lanaken (Belgium) Nationality: Belgian Tel.: +32 498519723 Mail:joel.van.ormelingen@cloudevops.eu Linkedin: https://be.linkedin.com/in/joelvanormelingen	

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
SAP Certified Application Consultant – SuccessFactors Onboarding

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 management / leadership and I keep combining all these roles up to date.

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 helicopter overview of the entire project and beyond is where I'm at my best.

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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. Lately I've taken up an interest in RPA robot process automation.

Experience:

Company Cloudevops Eu (Estonia): 2022 - Present

Managing Partner DACH Region & Sr. Workday Consultant/PM

- **Inalfa Roof Systems (The Netherlands) (2024) Parttime Senior Global HRIS Workday Expert**
  Assist Inalfa by coaching the AMS team and helping them mostly with Integrations, Reporting and Security related issues. Changing the Slowakian WECI integration and it's xml to csv Document Transformation integration.

- **CEWE (Germany) (2024) Parttime Workday SME**
  Assist CEWE in their Workday support, coach the AMS support team, set up enhancements to Core HR in the form of Change Job Templates, Flexible Work Arrangements. Investigate new functionalities and advise CEWE on how to implement and embed these in to their existing landscape.

- **ING (Germany) (2023) Workday Wave 2 Roll out – Local Lead**
  Local Lead for the Workday roll out, be the sounding board for all SME. Support in all test phases, monitor, triage and create defects and change requests when needed.
  Train-the-trainer (SME) for all workstreams. Standby at Go Live for any incidents, support in hypercare as back-up for all SME.

- **Aareon (Germany) (2022 – 2023) Streamlead T&P/ Coach (via Mercer)**
  Streamlead for a Workday Talent & Performance Launch project, where I'll mainly do the customer facing part and coach the partners jr. Workday T&P consultant.

- **Eiffage (France / Poland / Switzerland) (2022) Workday Core HR Lead (via Mercer)**
  Working as (technical) Core HR Lead for the People project, the rollout of Workday to Poland, (back up for Switzerland) together with the International program manager I've prepared the overall planning for the project set up the project. Then continued as the Core HR Lead to gather the requirements, do the design workshop, and build and smoketest the P1. Besides the roll-out project I've assist on several support tickets (Delegation/Reassign task, Purging for HR, Recruitment and Surveys)

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Company FreelanceHCM bvba: (Belgium) 2012 – Present

Projects while working as a Freelancer:

- **K+S Gruppe (Germany) (2020 – Present) Workday Sr HRIS Analyst ONGOING**
Working as Workday Sr HRIS Analyst, for a global Workday HCM implementation including Recruitment, Onboarding, Core HR, Talent, Learning, Compensation globally and Absence implementation.
I've been working on this project after the Go Live: Support, creating and 202running EIB integrations to load the catchup data corrections. Redesign of BP's, Redesign of the Security concept, advice on integrations and Workday release management. Provide on the job training by assisting the Workday Super Users in Workday maintenance. Redesign of Learning security roles differentiate from Learning administrator to Learning admin, Learning Reporting, Learning Content Developer and Training Manager. Load mass enrolments, Create campaigns for different audiences, and set up different courses,…

- **Centrotec (Germany) (2019 - 2020) Workday SME & HRIS manager a.i.**

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 were 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.

- **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. Present the pitfalls and challenges for touchpoints with the modules already Live and the next phase Workday Learning and Recruitment and how to prevent rework.
Assist the support team in reporting, security, configuration, EIB, testing, training etc

- **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.

- **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:

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  o Project Onboarding
  o Project Language learning app: (Dutch for non-natives

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

- **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.

- **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 Slowakia for Payroll and Time. Monitor the timeliness of the tasks at hand for the several Sprints.

- **VodafoneZiggo (The Netherlands) (2017) HRIS Business Analyst (SAP)**

- **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 SusscessFactors 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

- **RUAG (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**

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- **APG (Netherlands) (2013 -2015) SAP HCM Business Analyst / Streamlead Reorganizations**

- **Securex (via Across Technology) (Belgium) (2013) Projectleader / HR IT Architect**

Previous Employers:

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

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

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

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

- **Fabricom GDF Suez (Belgium) SAP HR Consultant / Projectleader**
- **Ericsonn HR Shared Services (Netherlands/Germany) SAP HR Consultant / Projectleader**
- **Ordina (Netherlands) SAP HR Consultant**
- **Corus (Netherlands) SAP HR Consultant**

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

- **Siemens AMC NWE (Netherlands) SAP HR Consultant**
- **Parnassia BAVO groep (Netherlands) SAP Auditor**
- **ITS Maxeda (Netherlands) SAP HR Consultant**
- **Sara Lee DE (Netherlands) SAP HR Consultant**
- **Pink Roccade Getronics (Netherlands) SAP HR Consultant**
- **Delta (Netherlands) SAP HR Consultant / Application manager**

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

- **Nestle (Netherlands). SAP HR Consultant / Developer**
- **Universiteit Maastricht / Leiden / Utrecht (Netherlands).**
- **KLM (Netherlands). Assitant Projectleader**
- **Ministerie van Binnenlandse Zaken (Netherlands). SAP HR Consultant**

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

- **SNV (Netherlands). SAP HR Consultant**
- **Ministerie van Economische Zaken (Netherlands). SAP HR Consultant**
- **Essent (Netherlands). SAP HR Consultant**

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- **Pink Roccade Industrious (Netherlands). / Client: T-mobile (Netherlands) SAP HR Consultant Dutchtone (Netherlands). SAP HR Consultant**
- **Innovam (Netherlands). SAP HR Consultant**
- **PINK Roccade ITM (Netherlands). SAP HR Consultant**
- **RABOBANK (Netherlands). SAP HR Consultant / Developer**
- **BEN (Netherlands). SAP HR Consultant / Developer**

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

- **ABB Brussel (Belgium). SAP HR Consultant**
- **Politie Haaglanden (Netherlands). SAP HR Consultant**

Company Konvert Interim (Belgium) 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,…