

# JOHN DOE

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## SENIOR DIRECTOR: *Human Resource Information Systems*



*Dynamic, performance-driven and accomplished Senior Director of Human Resource Information Systems determined to leverage unparalleled 20+ year career maximizing Global Human Resource and Payroll services through effective strategies and processes in contributing to the bottom line.*

- **Long track record identifying and capitalizing on strategic value of Technology.** Expert on organizational change and its impact on technical implementations and business functions. **Track record of excellence maintaining a productive working environment by leveraging a diverse HR, IS and Payroll background** and effective troubleshooting and problem resolution skills.
- **Inspirational supervisor and team leader recognized for maximizing staff performance and productivity** through effective training and mentoring. Highly collaborative with strong communication skills; **establish solid business relationships with both professionals and clients.** Reach tight deadlines through excellent time management and organizational abilities.
- **Instrumental in streamlining operations, achieving cost reductions** and improving efficiencies in support of global business & HR strategic goals.

### PROFESSIONAL EXPERIENCE

#### INGRAM MICRO INC., Irvine, CA (1998-Present)

*Leader and innovator in technology and supply chain services and currently the 69th ranked corporation in the FORTUNE 500®. Supports global operations through extensive sales and distribution network throughout North America, Europe, Middle East and Africa, Latin America and Asia Pacific. Serves 200,000+ clients in roughly 160 countries.*

#### SENIOR DIRECTOR HRIS WORLD WIDE (2009-Present)

#### DIRECTOR HRIS WORLD WIDE (2005-2009)

#### SENIOR MANAGER PAYROLL SYSTEMS & OPERATIONS (2001-2005)

#### MANAGER PAYROLL SYSTEMS (1998-2001)

#### SENIOR DIRECTOR HRIS WORLD WIDE:

- **Serve as Global Leader of HRIS World Wide accountable for planning and executing information systems strategy for World Wide HR organization.** Responsible for global application budget in excess of \$4 million annually. **Direct the daily activity of 10 employees (senior professionals).** Accountable for prioritizing and directing all Global HR application projects.
- **Functional owner of Global HR applications including** PeopleSoft v8.9 HCM and various collaborative applications, SkillPort LMS, Kronos Time & Attendance, Org Publisher, Open Hire ATS (Applicant Tracking System), SAP HR Mini Master & Vendor Master, US & Canadian Payroll applications.
- **Collaborate with Executive Management Team, Regional HR Executives and Country Level HR Management** to recognize global, regional and local needs/requirements to effectively prioritize based upon overall corporate strategy. Provide strategic leadership for enterprise HR IT initiatives including enterprise application projects. Prioritize and manage project activities for offshore IS development resources. **Serve as Global Applications Implementation Expert.**  
*Key Achievements:*
  - **Instrumental in building and leading an amazing, top-performing team.**
  - **Led the global roll out of ePerformance to 32 countries in nine languages.**

#### Core Competencies:



- **HR & Payroll Application Support**
- **Project Coordination & Management**
- **Strategic Business Planning**
- **Staff Training & Supervision**
- **Benefits Administration**
- **Records Management & Regulatory Compliance**
- **Global PeopleSoft HR (HCM)**
  - **Global PeopleSoft Collaborative Applications**
  - **Global SAP HR**
- **Global HRIS Strategy & Execution**
- **Global Workday Application Support**
- **Global Human Resource Services Delivery**
- **Global Applicant Tracking System Management**
- **Global HR Metrics & Analytics**
- **US & CAN Payroll Systems Management**
- **Global Performance Management**
- **Global Time & Attendance Systems Management**
- **Mergers & Acquisitions**
- **Global Organizational Design**
- **Global Talent & Succession Management**
  - **Customer Service**
  - **Team Leadership**

- **Eliminated the need for IS resource assistance** by developing custom job data upload processes into core HR applications.
- **Recognized for effectively leading advancement initiatives by employing cross-functional teams** across strategic resources and subject matter experts, and by facilitating collaboration.
- **Designed and implemented integration between PeopleSoft & SAP HR** to drive financial work flow and approval processes.
- **Automated and standardized the process World Wide** through development of custom Merit database.
- **Achieved reduction in dual data maintenance** through implementation of Payroll Interface processes within all regions. **Roughly 85% of all associates World Wide currently run through a Payroll Interface.**
- **Improved HR data integrity and HR business operations** as result of implementing Global HR Data Standards.
- **Implemented and standardized HR metrics World Wide.**
- **Owner of World Wide HRIS Information Systems Capital budget.**
- **Full responsibility for managing and supporting the North America HR Operations activities.**
- **Global M&A HR integrations expertise.**

**DIRECTOR HRIS WORLD WIDE:**

- **Implemented and expanded utilization of PeopleSoft Self Service applications World Wide.**
- **Expanded operation of single database instance of the Kronos application into Asia Pacific.**
- **Produced corporate wide transactional savings** through integration of HR data flow into multiple downstream applications successfully supporting internal and vendor application requirements.
- **Deployed the Silk Road Open Hire (applicant tracking system)** and associated integrations with core HR to all regions / countries World-wide.

**SENIOR MANAGER PAYROLL SYSTEMS & OPERATIONS:**

- **Managed all North America payroll related applications** including Probusiness/Ceridian (Payroll) and Kronos (Time & Attendance). Directed the daily operations of nine Payroll staff.

**MANAGER PAYROLL SYSTEMS:**

- **Managed all North America payroll applications** such as Probusiness/Ceridian (Payroll) and Kronos (Time & Attendance). Oversaw daily activities of Senior Payroll Analyst.

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**Additional Professional Experience Includes:**

**THE GREAT ATLANTIC & PACIFIC TEA COMPANY (1994-1998)**

Senior Administrator Human Resource Management Systems (1998)

HRMS Coordinator & Wage Attachment Supervisor (1996-1998)

Corporate Payroll Systems Coordinator (1994-1996)

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**EDUCATION & CREDENTIALS**

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**HUMAN RESOURCE INFORMATION PROFESSIONAL (HRIP)**

IHRIM Certified

**COMPUTER SCIENCE: TECHNICAL SUPPORT**

The Chubb Institute of Advanced Technology

Graduated Top of Class

**BUSINESS ADMINISTRATION**

County College of Morris

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