BRAM VAN GYZEL

Freelance HR Technologist

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XP WORK EXPERIENCE

APRIL '22- PRESENT

Managing Consultant at Van Gyzel Consulting

Job Description
- Audit, analyze and design business processes
- Implement and advise on technology adoption
- Design internal products
- Manage vision and roadmaps
- Day-to-day business administration

Achievements
- Advised on selection for Qualification Compliance Tool at NMBS
- Advised on selection for Learning Experience Platform at NMBS
- Documented AS IS situation for Qualification Compliance Architecture at NMBS
- Moulded the way forward regarding training overdue management at Pfizer
- Managed custom development of L&D Service Tools at Pfizer
- Managed custom development of L&D Gemba Walk Tool at Pfizer
- Advised on e-OJT vision and using technology to support it at Pfizer
- Guided the integration of LMS & Security Infrastructure at Pfizer
- Implemented Cornerstone OnDemand Recruitment at CIBG
- Advised on governance of future deployment methodology at CIBG
- Supported custom technical Cornerstone projects at Tamahris

Used technologies & methodologies
SAP, MS Power Apps, SAP SuccessFactors LMS, Cornerstone OnDemand, API's & Webservices, SAML 2.0, HTML5, CSS3, Scrum

Clients
NMBS, Pfizer, CIBG, A.S. Watson Benelux, Proximus, United B, Vlaamse Overheid, Ageas, D'Ieteren, Stad Brugge, VPK

FEB '19 - MARCH '22

Senior HR Technology Consultant at Tamahris

Job Description
- Analyze and design HR processes
- Manage Cornerstone OnDemand implementations
- Integrate 3rd party applications with Cornerstone OnDemand
- Teach about learning technology
- Advise on HR technology tool selection
- Knowledge management for technical projects
- Scrum Master for internal product development

Achievements
- Introduced an agile product development methodology (Scrum)
- Created standard training material for internal technical knowledge retention
- Managed 5+ implementations of Cornerstone OnDemand
- Managed 25+ integrations with 3rd party applications

Used technologies & methodologies
Cornerstone OnDemand, UI Path, API's & Webservices, SAML 2.0, HTML5, CSS3, Scrum, Squarespace

Clients
Proximus, bpost, D'Ieteren, P&V Assurances, Total Wine, IRIS Cleaning, Air France KLM, ISO, Vlaamse Overheid, Ageas Hong Kong, Ageas UK, A.S. Watson Benelux, TAJCO, IATA, Beobank, Luxair, Colruyt

APRIL '18 - JAN '19

HR Business Partner a.i. at Destiny

Job Description
- Guide the recruitment process from A-Z (from business intake to contract)
- Guide the onboarding process for new employees
- Prepare and manage the Belgian payroll
- Advise line managers on HR topics (e.g. social law, exits, succession …)

Achievements
- Delivered and initiated a talent acquisition strategy and action plan
- Optimized recruitment reporting by creating an Excel-powered process solution
- Optimized employer branding and recruitment analytics dashboard
- Negotiated and selected preferred recruitment partners
- Sped up the recruitment process and increased the quality of candidates
- Guided the roll-out of Flex Income Plan (in a supporting role)

Used technologies & methodologies
MS-Office, CV Warehouse, UML, Google Analytics, VBA

APRIL '16 - MARCH '19

HR Business Analyst / Project Manager at Indaver

Job Description
- Manage scope, relations, budget and timing of running projects
- Facilitate escalation meeting for failing projects upon arrival
- Lead Kick-off, AS IS and TO BE workshops to gather requirements
- Document scope, processes and functional requirements in analysis documents
- Compare configuration documents with defined requirements
- Write use cases and lead testing team
- Lead key-user training
- Create and spread training material for implemented software
- Guide change within the organization
- Create As Built documentation for career sites and software in use
- Communicate project update to all stakeholders

Achievements
- Optimized the job application process by reducing its length by 40%.
- Managed the launch of the career sites of BE, NL and IE
- Delivered an employer branding & talent sourcing strategy and action plan
- Restructured the Talent Acquisition process for BE
- Optimized the use of the Applicant Tracking System
- Created a Google Analytics dashboard to measure employer branding campaigns
- Introduced a new onboarding process
- Introduced, tested and evaluated a first e-Learning Authoring tool
- Guided the roll-out of the SuccessFactors Employee Profile modules to NL and IE
- Gathered requirements and optimized SuccessFactors LMS
- Gathered requirements and delivered SuccessFactors LMS reporting
- Guided the roll-out of the SuccessFactors Goals & Performance modules

Used technologies & methodologies
SuccessFactors, TalentLink, BPMN, UML, Prince2, Google Analytics, Typo-3, Storyline, Sharepoint, MS-Office

🎓 EDUCATION

SEPT 2013 - JUNE 2015 ● **Master of Science in Management - Great Distinction**

Vrije Universiteit Brussel
Thesis: Student entrepreneurship as a means of reducing youth unemployment.
Result: 95%. Published in Accountancy & Bedrijfskunde.
Won the Deloitte Master Thesis Award 2015.
Youth ambassador at Flemish Youth Council.
Local youth ambassador at Kapelle-op-den-Bos

SEPT 2013 - JUNE 2013 ● **Bachelor in Applied Industrial- and Organizational Psychology**

Thomas More Antwerpen
Thesis: Crisis leadership in Flanders: a qualitative research.
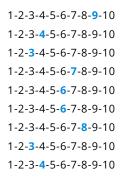Result: 65%.

📜 CERTIFICATIONS

2020   Cornerstone OnDemand Core, LMS, ATS, Tech projects

2020   Professional Scrum Master 1 (Scrum.org)

2020   RPA Business Analyst (UI Path)

2019   Data Scientist with R (DataCamp)

2017   Advanced Google Analytics (Google)

💻 IT

🧩 SOFTWARE

MS-Office	1-2-3-4-5-6-7-8-**9**-10
MS-Sharepoint	1-2-3-**4**-5-6-7-8-9-10
Typo-3 CMS	1-2-**3**-4-5-6-7-8-9-10
Google Analytics	1-2-3-4-5-6-**7**-8-9-10
SuccessFactors	1-2-3-4-5-**6**-7-8-9-10
Lumesse TalentLink	1-2-3-4-5-**6**-7-8-9-10
Cornerstone OnDemand	1-2-3-4-5-6-7-**8**-9-10
Storyline e-Learning Authoring	1-2-**3**-4-5-6-7-8-9-10
UI Path (RPA)	1-2-3-**4**-5-6-7-8-9-10

🧩 DATABASES

SQL	1-2-**3**-4-5-6-7-8-9-10

🧩 METHODOLOGIES

UML	1-2-3-4-5-6-7-**8**-9-10
BPMN	1-2-3-4-5-6-7-8-**9**-10
Prince2	1-2-3-4-5-**6**-7-8-9-10
Scrum	1-2-3-4-5-6-7-**8**-9-10

🧩 PROGRAMMING LANGUAGES

C	1-**2**-3-4-5-6-7-8-9-10
Python	1-**2**-3-4-5-6-7-8-9-10
VBA	1-**2**-3-4-5-6-7-8-9-10
R	1-2-3-**4**-5-6-7-8-9-10
HTML	1-**2**-3-4-5-6-7-8-9-10
CSS	1-**2**-3-4-5-6-7-8-9-10