

Personalia:

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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

SuccessFactors & SAP Training:



(since 2016)

SAP Certified Application Associate – SuccessFactors Employee Central Q2/2015

SAP Certified Application Consultant – SuccessFactors Onboarding

OPENSAP – Run Simple HR with SuccessFactors Employee Central

THR80 Foundations of SuccessFactors HCM Academy (col53)

THR99 SuccessFactors MDF Academy (col53)

THR81 SuccessFactors Employee Central Academy (col54)

THR91 Onboarding Academy (col61)

OPENSAP - Implementation Made Simple for SAP SuccessFactors Solutions



(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

Experience:

Company FreelanceHCM: (Belgium) Juli 2012 – Present

- **Transitioning to SuccessFactors Employee Central Consultant**

Currently doing the last of the 3 mandatory trainings in order to become a certified Associate. And on top of that an OPENSAP course Implementation Made Simple for SAP SuccessFactors Solutions.

- **SAP HCM Business Analyst**

Client: APG (Netherlands)

Tasks:

Business analysis for several HR processes:

Hiring, organizational change, leaving, overtime, declarations and ess timewriting cats reporting.

Lead consultant for several HR Reorganization:

- Transfer between companies of the holding
- Creating a new company and transfer employees from existing companies
- Transfer into a new organizational structure within the existing company

- **Projectleader / HR IT Architect**

Client: Securex (via Across Technology) (Belgium)

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

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

Task:

Projectleader responsible for planning, budget,delivery of the architectural assessment. Additionally responsible for the delivery of a contract assessment to determine wether 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)
- For each weakness & risk: to develop a remediation and/or mitigation
- Investigate if the agreed levels of service and general performance of the provider can be guaranteed for the target user load
- Deliver a comprehensive advise (presentation) for executive management
- Provide a document & knowledge management approach for the project
- Assess the contract with the provider & identify improvement opportunities

Company Xtensional: (Netherlands) Januari 2010 – June 2012

- **SAP HCM Consultant**

Client: Ministerie van Economische Zaken, Landbouw en Innovatie (Netherlands)

Project: Één Personeelsadministratie EL&I

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

Tasks:

- Impact analysis for the merger in SAP HR.
- Support the organization in how to set up the new Org. structure.
- Impact analysis on interfaces.
- Impact analysis on CATS and leaverregistration.
- Support testteam.
- Data Quality Analysis.

- **SAP HCM Consultant**

Client: Ministerie van Economische Zaken (Netherlands)

Project: KOERZ II

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

Tasks:

- LEAD HR Consultant for the KOERZ II project.
- FIT/GAP analysis SAP HR EZ & SAP HR P-Direkt system.
- Responsible for reconfiguration of PA, OM * .
- Conversion EZ systeem (PA en OM with LSMW).

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Associate

CV Joël Van Ormelingen: SAP HCM Business Analyst &
SuccessFactors Employee Central Consultant

* 3 companies at EZ will be merged into 1 company at P-Direkt, and back to 3 companies when the interface returns from P-Direkt to EZ.

Company Quintisys: (Luxemburg) Februari 2009 – Januari 2010

- **SAP HR Consultant / Projectleader**

Client: Fabricom GDF Suez (Belgium)

Tasks:

- Project Leader for the OSA project.
- Unit testing the OSA and ECM applications.
- Setting up test organisation including environment, user groups and acceptance test scenarios.
- Managing the UAT test.

- **SAP HR Consultant/ Projectleader**

Client: Ericsson HR Shared Services (Netherlands/Germany)

Tasks:

- Project Coordination for the merger project of 2

Ericsson companies.

- PA: design of adjustments to personnel areas /subareas to accommodate new complex enterprise structure.
- OM: design of OM structure and standards to model consolidated companies in one single structure.
- Time: Implementation of Time registration for the 2merged companies.
- Knowledge transfer to Q&I Team (Quality and Implementation).

- **SAP HR Consultant**

Client: Ordina (Netherlands)

Tasks:

- Resolve massive backlog of problems and system unreliability.
- Consolidation of PA processes and defect correction to reduce recurring issues.
- Handover of stabilized system to standing support organisation.

- **SAP HR Consultant**

Client: Corus (Netherlands)

Tasks:

- Design and implement E-CATT scenarios for hiring and master data changes.
- Analyse document management requirements and design structure using SAP Records Management and Case Management tool for Digital Personnel Files. Result: management of diploma, certificates, driving licenses, safety training certificates and so on seamlessly integrated into employee records.

Using above solution: implementation of reporting on missing documents for employee population.

Company Xtensional: (Netherlands) September 2006 – Januari 2009

- SAP HR Consultant

Client: Siemens AMC NWE (Netherlands)

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

Tasks:

- Functional and technical application maintenance on TIME , CATS, Travel Management, PA, OM and several custom made interfaces.
- Process redesign for Norway and Sweden time management. Organization of data gathering for business rules, re-analysis of business rules and rationalization of complex time management processes and rules for 2 Swedish companies
- Prepare and deliver end user training
- Setup 1st lev. support org.& train jr. support consultants

- **SAP HR Consultant**

Client: Parnassia BAVO groep (Netherlands)

Project: Quicksan

Tasks:

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

- **SAP HR Consultant**

Client: Ministerie van defensie (Netherlands)

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

Tasks:

- Responsible for Migration planning & building (LSMW)
- Blueprint / develop custom made infotypes
- Write technical specifications for several interfaces from and to SAP

- **SAP HR Consultant**

Client: ITS Maxeda (Netherlands)

Project: CAO 35-38

Tasks:

- Responsible for Conversion planning and execution (LSMW)
- Blueprinting CAO impact time & CAO a la carte
- Analyse impact on customer development
- Train Junior consultant: lsmw, dynamic actions

- **SAP HR Consultant**

Client: ITS Maxeda (Netherlands)

Project: Application management

Tasks:

- SAP HR Application management for several companies (multiple systems & clients)
- Application management HR submodules, PA, PY, OM, TEM, TIME, CATS, AUTH
- Customizing Training and event mgmt.

- **SAP HR Consultant**

Client: Sara Lee DE (Netherlands)

Project: Intensive Care Phase

Tasks:

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

- **SAP HR Consultant**

Client: Pink Roccade Getronics (Netherlands)

Project: Reports Unite

Tasks:

- Testing reports
- Rewrite report specs
- Create ad-hoc queries
- On-the-job training standard and custom-made reports

- **SAP HR Consultant**

Client: Sara Lee DE (Netherlands)

Project: Year-End-Change 2006-2007

Tasks:

- Write RFC's for the Accenture Application management in Portugal
- Create Action Plan for the Year-end-change
- Create general scenario for future Year-end-changes

- **SAP HR Consultant**

Client: Delta (Netherlands)

Project: Application Specialist HR Application management

Tasks:

- Support Application management department of Atos Origin
- Functional and technical Application management HR
- Plan, coordinate and execute year-end-change
- Advise the HR Optimaal project; integrate new company in SAP HR.

- **SAP HR Consultant**

Client: Corus (Netherlands / UK).

Project: Application Maintenance.

Tasks:

- Support the Application Manager.
- Functional and technical Application management PA/OM/TEM/ REC/ TIME/ PENS/ TRAV mgmt (customizing, testing, procesanalysis, BBP review)
- Advise on how to set up business processes TEM and E-recruitment.
- Re-design integration interface UK-NL employees.
- 2nd and 3rd line support for several Corus companies (several SAP HR systems).

Company Arinso International: (Netherlands) June 2004 – August 2006

- **SAP HR Consultant**

Client: Arinso International (Netherlands).

Project: Trainingclient.

Tasks:

- Set up trainingclient.
- Document customizing trainingclient.
- Analyse the possibility to integrate several trainingclients in to one client.

- **SAP HR Consultant/ Developer**

Client: Nestle (Netherlands).

Project: WALVIS.

Tasks:

- Change PU12 interface (Raet).
- Change payroll scheme.

- **SAP HR Consultant**

Client: Universiteit Maastricht (Netherlands).

Project: UVIPA.

Tasks:

- Impact analysis to redesign existing customizing into UVIPA template.
- Responsible for conversion planning and execution.
- Support testcoordinator with planning and execution of integrationtests.
- Evaluate if the system is Walvis-proof.

- Customizing features and external relations.
- Create customer infotypes and enhance existing infotypes.
- Write user manuals for the new functionality.
- Design user-exits and adjust module pools.

- **SAP HR Consultant**

Client: Universiteit Utrecht (Netherlands).

Project: UVIPA.

Tasks:

- Create customer infotypes and enhance existing infotypes.
- Design user-exits and adjust module pools.

- **Projectleader conversion**

Client: KLM (Netherlands).

Project: OPSTAP.

Tasks:

- Manage the conversionteam.
- Develop upload programmes with LSMW for the upgrade 4.5 - 4.7.
- Advise the customizing- and testteam on PA and OM.

- **SAP HR Consultant**

Client: Ministerie van Binnenlandse Zaken (Netherlands).

Project: P-Direkt.

Tasks:

- Review Business Blue Prints en Action Plan for the integration of 12 departements into one 5.0 SAP payroll system including ESS/MSS scenarios for PA.
- Evaluate the deliverables of IBM/Logica CMG.

- **SAP HR Consultant**

Client: Universiteit Leiden (Netherlands).

Project: UVIPA.

Tasks:

- Evaluate the suggested technical solutions.
- Develop conversionprograms.
- Create customer infotypes.
- Adjust user-exits and dynamic actions.

Company HuRis: (Netherlands) Januari 2002 – May 2004

- **SAP HR Consultant**

Client: SNV (Netherlands).

Project: Training Competence management.

Tasks:

End user training in competence management.

- **Supportdesk**

Client: Ministerie van Economische Zaken (Netherlands).

Project: Helpdesk support.

Tasks:

- Support the SAP Application management department.
- Solve functional and technical calls:

PA, OM, PY, Time, TEM and Recruitment.

- **SAP HR Consultant**

Client: HuRis

Project: BSP workschedules

Tasks:

Investigate with several colleagues the possibility to develop an intranet application on a Web Application Server to create workschedule rules

- **SAP HR Consultant**

Client: SNV (Netherlands).

Project: Demo Competence management.

Tasks:

Demo Competence management.

- **Abap/4 developer – BSP developer – SAP HR Consultant**

Client: Essent (Netherlands).

Project: Flexulator.

Tasks:

Design and build a webapplication for flexible benefit plans.

- **SAP HR Consultant**

Client: Pink Roccade Industrious (Netherlands).

Project: ADP Interface.

Tasks:

Adjust the ADP payroll interface.

- **SAP HR Consultant**

Client: T-mobile (Netherlands).

Project: ADP interface.

Tasks:

Add the precheck functionality to the ADP payroll interface.

- **SAP HR Consultant**

Client: Innovam (Netherlands).

Project: Adjustn Loonstaat.

Tasks:

- Change the lay-out of the payroll account and the pay-slip.
- Customize wage types
 - **SAP HR Consultant**

Client: PINK Roccade ITM (Netherlands).

Project: Leave registration and calculation.

Tasks:

Analyse and change Leave registration and calculation.

- **SAP HR Consultant**

Client: RABOBANK (Netherlands).

Project: Payroll control tool.

Tasks:

- Check payroll changes.
- Create and execute Functional acceptance test and regressiontesten.
- Create CATT tescases for HR actions.
- Create MS Access application to test impact of Application managements-releases and Support Packages on RT en CRTclusters.
- Create MS Access tool to check if the testset covers all functional requirements.
- Support the testcoördinator: analyse testcycle and testware.
- Create user manuals for updating the testset population and for using and updating the testtools.

- **SAP HR Consultant**

Client: Ministerie van Economische Zaken (Netherlands).

Project: IKAP-SAP.

Tasks:

Write functional and technical specs for several interfaces and conversion programs.

Develop interfaces and conversion programs.

- **SAP HR Consultant**

Client: BEN (Netherlands).

Project: Integrate Objects on loan in SAP HR.

Tasks:

- Create customer infotype.
- Data migration.
- End-user training.

- **SAP HR Consultant**

Client: BEN (Netherlands).

Project: Wet poortwachter.

Tasks:

Create customer infotype (sap standard infotype was not available at the time)

- **SAP HR Consultant**

Client: Ministerie van Economische Zaken (Netherlands).

Project: NOVEM.

Tasks:

- Add several companies to SAP HR.
- Set up workshops (PA, OM, TIME, Reporting).
- Write technical specs for several interfaces.

- **SAP HR Consultant**

Client: Dutchtone (Netherlands).

Project: ADP Interface.

Tasks:

- Customizing the SAP-ADP interface.
- Workshop for payroll administrators on how to use the customer infotypes and actions.
- Create authorisations.

- **SAP HR Consultant**

Client: BEN (Netherlands).

Project: Support Application managementdepartment.

Tasks:

Support functional and technical Application management:

PA / OM / PY

- **SAP HR Consultant**

Client: Ministerie van Economische Zaken (Netherlands).

Project: Change Time evaluation / Support Application Management department

Tasks:

- Customize time evaluation.

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Associate

CV Joël Van Ormelingen: SAP HCM Business Analyst &
SuccessFactors Employee Central Consultant

- Write user manuals on how to register Leave, Illnes and other time related processes.
- Support Application mgmt:

PA / OM / TIME / Recruitment.

Company Profesional Trainees : (Belgium) Januari 2010 – December 2001

- **SAP HR Consultant**

Client: ABB Brussel (Belgium).

Project: Customizing TIME.

Tasks:

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

- **SAP HR Consultant**

Client: Dutchtone (Netherlands).

Project: ADP interface.

Tasks:

Set up ADP interface.

- **SAP HR Consultant**

Client: Via HuRis (Netherlands) BEN (Netherlands).

Project: CATT.

Tasks:

- Create testscenario's for the HR actions.
- Set up CATT training for the Application managers.

- **SAP HR Consultant**

Client: Politie Haaglanden (Netherlands).

Project: Support Application management department.

Tasks:

- Customize workschedule rules and create projectplans and WBS elements, cats entry profiles and setup absence and attendace for timewriting.
- Change ABAP programs.

Previous Employers:

Januari 2010 – June 2012 Xtensional (Netherlands)

* Sr. SAP HCM Consultant

Februari 2009 – Januari 2010 Quintisys (Luxemburg)

* Sr. SAP HCM Consultant / Project manager

September 2006- Januari 2009 Xtensional (Netherlands)

* SAP HCM Consultant / Teamlead SAP HCM Consultants/ Project-Manager

June 2004 – August 2006 Arinso International (Netherlands)

* SAP HR Consultant / Project manager

January 2002 – May 2004 HuRis (Netherlands)

* SAP HR Consultant

Januari 2000 - December 2001 Professional Trainees Belux (Belgium)

* IT Trainee

March 1999 – August 1999 Konvert Interim (Belgium)

* Office manager

December 1998 – Februari 1999 Montel Coördination Company (Belgium)

* Human Resource Assistant

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Associate

CV Joël Van Ormelingen: SAP HCM Business Analyst &
SuccessFactors Employee Central Consultant