



Armand Sadovschi

SENIOR WORKDAY FUNCTIONAL CONSULTANT

Profile

Workday configuration skills on HCM, Benefits, Time and Absence, Time Tracking, and Reporting. Experience with condition rules, calculation engine, and calculated fields. Functional Workday skills end to end, from hire to termination.

Workday Pro Track certifications: HCM, Benefits, Time and Absence, Time Tracking.

Project management skills, critical thinking, creative thinking, analytical, oratory, and persuasion skills, ability to relate, research, self-study, ability to adapt, perseverance, and meeting tight deadlines. Ability to organize and ensure the smooth running of activity, distribute tasks, skills in applying and complying with legislation and policy, and responsibility. Experience with organizing trainings, creating business cases, and building up the documentation.

In-depth knowledge of philosophy, history, social sciences, and political science. Deep passion for the study of Far East civilizations and East Asia-Pacific International Relations.

Employment History

Senior Workday Functional Consultant, EPAM Systems, Full Remote

MARCH 2025 – PRESENT

Involved in an internal project within EPAM to research and build the API functionality (in cooperation with developers and integration specialists) for an Org Chart in Workday by country.

Worked for major clients like Novartis (over 85,000 employees) in implementation projects in the pharmaceutical sector:

- Workday product expert with knowledge of gathering requirements, documentation, training, design, configuration, testing and implementation.
- Lead and oversee the work of other Consultants within their projects.
- Guided the client through facilitated design sessions and configuration decisions based on best practices and an understanding of the client's unique business requirements at all stages of the project.

Another significant project was a data migration of over 30,000 employees due to an externalization process from Workday to other systems. I worked in mixed teams with security and integration, participating in various calls, testing, creating custom reports, cleaning the data, preparing the EIBs, loading them, and running the integration.

Participated in another major project to configure change job letters using Workday docs, (calculated fields, condition rules) across 44 countries via Jira tickets organized in sprints. This included creating templates and questionnaires for the gathering requirement phase.

EMEA Senior Workday HRIS Analyst, GoDaddy, Full Remote

SEPTEMBER 2022 – MARCH 2025

You can read about my journey at GoDaddy in the special interview for the company [here](#).

Details

Bucharest

Romania

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Links

[LinkedIn profile](#)

Skills

Workday Pro Track HCM

Workday Pro Track Benefits

Workday Pro Track Absences

Workday Pro Track Time Tracking

Calculated Fields and Condition Rules

Calculation Engine

Microsoft Office

Jira

Project Management

Trainer and teamwork

Research and self-study

Communication Skills

Critical thinking and problem solving

Creative Thinking

Languages

English

Japanese

Hobbies

- Taking care of my two Shiba Inu's

- Playing tennis and other sports

- Watching movies, TV series, and gaming

- Reading social science works and novels

This is a global Workday configuration role supporting over 10,000 employees and contingent workers. Most of my colleagues are US-based. Due to the timezone difference, I coordinated the EMEA region, which was my main area of focus.

My significant part in this position involved actively participating in monthly **Jira** sprints to process configuration requests. The work that I have done includes the following:

- Netherlands time and absence implementation.
- Bulgaria time tracking implementation and revamp for the existing time and absence.
- Serbia's time and absence implementation.
- UK time and absence revamp project.
- France time and absence revamp project.
- Germany time tracking implementation.
- UK Benefits revamp and coordinate the UK Open Enrollment.
- Acted as a backup for the US Open Enrollment.
- Romania Benefits implementation.
- Bulgaria Benefits implementation.
- Romania, Bulgaria, Serbia, France, Spain, UK, and India HCM + reporting improvements
- India Benefits implementation + annual enrollment.
- Introducing Life Assurance Benefits for ten countries.
- Onboarding and Hire revamp project (integration with Service Now).
- Creating new contingent worker types.
- BP updates and maintenance.
- Global or EMEA-based HCM updates in areas such as locations, job profiles, personal information, government IDs, notifications, contact details, additional data, custom objects, and so forth.
- Global additional job classification project
- Creating complex custom reports for various stakeholders.

The role also involved **peer-reviewing** my colleagues and **testing** the configuration set-ups in the Sandbox and GD2 tenants. I was responsible for testing the **bi-annual updates** for the Time and Absence, HCM, and Benefits modules. Further technical skills were gained through cross-training within the team, knowledge sharing, and self-study via testing, **Workday Community**, and [Workday Learner Community](#) YouTube channel. This allowed me to strengthen my knowledge of other Workday modules that I have not yet been trained in via Workday Pro Track, such as:

- Time Tracking
- Talent and Performance
- Compensation
- Recruiting
- Calculated fields
- Security
- Integration
- Workday Studio

Another activity was creating in-depth documentation for areas where we had none based on my experience and training. I used the SOPs to train two new joiners and act as a buddy for them:

- Report Writer Fundamentals
- Calculated Fields
- Benefits Fundamentals
- HCM Fundamentals + Advanced
- Onboarding Fundamentals
- Leave of Absence Fundamentals
- Time off Fundamentals

- Time Tracking Fundamentals
- Talent and Performance
- Compensation + Advanced
- Business Process Fundamentals

I conducted **recurrent audits** for data accuracy in areas such as Time Tracking, Supervisory Organizations, Onboarding/Hire, Pension auto-enrolment, job changes, and worker-based data (worker type, full-time/part-time). To automate the process, I created custom reports for our team, registered Excel macros, researched and introduced lesser-known EIBs such as New Hire and Inactive Organization, and documented every step in detail. The speed of processing was improved as it became less manual work intensive. Then, I slowly transitioned some of these projects to the two new joiners under my responsibility.

Due to my experience at my previous job, during the first months of my employment, I had to provide **end-to-end training** to the EMEA HROPS team (Tier 1&2) for the **Workday functional side**, support them with SOPs documentation, and help them to solve more complex **Service Now** tickets.

Once the team became fully independent, I continued to organize a bi-weekly call with the EMEA team to help them with anything that they might need. I also listened to their feedback, as they were the first line of contact with the employees and HRBPs. I established if the problem could be solved on the spot or if we **needed a configuration project**, for which I gathered the requirements, raised a Jira ticket, and distributed the workload while communicating with all the stakeholders.

The daily activity involves close communication and coordination with the HRBPs, HR Directors, Project Managers, and other teams, such as HROPS, Payroll, Finance, Benefits, Recruiting, Reporting, Security, and Integrations.

HR Workforce Management Specialist , Samsung, Bucharest

OCTOBER 2019 – AUGUST 2022

Handle customer inquiries and errors and troubleshoot problems in the HR **Workday** system within the agreed SLA (via email, chat, or video call). Also, support and guide Local HR BPs on issues related to Workday BPs and system configuration in fields like recruitment, hire, data changes, transfers, job roles/architecture, time off, in/out system, security, talent, and performance. This is a regional role on the functional side of Workday at the EMEA level (over 20,000 employees).

Support the business with regular analysis of employee data and reporting across various HR Management Systems, as well as provide standardized and personalized reports relevant to the local HR for all the Samsung Europe subsidiaries. Also, process mass uploads (EIB) for contract contingent workers, job change, reorganization, regular evaluation, promotion, merit pay increases, as well as initiation of business processes in the HR system.

In addition to the daily job, I have also managed the following responsibilities:

Ø Coordinated the Performance Evaluation and Goal Setting Projects for the last two years. Tested the process end to end, created documentation, provided training, and divided the tasks among my colleagues. Organized the monthly Talent Partner forum and supported the Talent Partners in completing the campaign within the deadline so as to grow their knowledge and expertise. Also proposed configuration improvements and created a business case for them.

Ø Coordinated the annual Emerging Talent project, hiring 50 to 100 interns within one week via EIB.

Ø Coordinated the bi-monthly Candidate Purge project, removing all data according to the GDPR regulations.

Ø Coordinated the Employee Data Change project, making sure that the required documents were attached for any personal information change or contact change.

Ø Took ownership of the Workday recruitment module, documented all the processes, and trained my colleagues in the context of taking over all Workday-related tickets from our local recruitment team. This included job requisitions, evergreen job requisitions, positions, and the creation of external recruiting agencies.

Ø Created a process for auditing new hires and improved the existing hire template that was used to fill in the onboarding information that we received from the local HR BP's.

Ø Participated in all the other recurrent projects and gained complete knowledge of the processes that we handle: security audit, portal management, T&A management, position evaluation, mass hiring, promotion, and salary raise.

Ø Audited all the positions (bi-annually) from Workday and checked if they matched with the ones from the Mercer WIN system, fixing all the errors and making sure that we have no employees that are over/under banded.

Ø Supported GHRP Portal policy updates and configuration of the noticeboard, menu settings, and security settings.

Ø Supported Workday system update (biannually) by analyzing the updates and regionally testing out the newly updated/revised configuration/BPs.

Ø Tested and proposed improvement points for the new in-house ticketing tool that Samsung developed in 2022 and supported the transition between the two ticketing tools.

Ø Pilot and implement regular audits through data quality projects destined to assess data integrity within the system.

Ø Provided access and security maintenance for SharePoint and Share drive, the location for storing reports that are delivered to the HR BPs. Also created a process that involved 4 other teams.

Ø Supported transitions when other subsidiaries went live with various Workday modules, including compensation. I had regular meetings with our recruitment and payroll teams. Identified issues and found solutions for various interface problems that Workday had with other systems.

Ø Created and updated Job Aids, SOPs, and the monthly Newsletter. The Job Aids were mapped to match all the BPs from Workday. The Standard Operating Procedures were constantly updated according to the client's needs. The Newsletter contained our latest announcements and good-to-know or how-to guides related to the HR systems and projects.

Ø Trained new joiners and worked as a buddy for several generations of colleagues.

Ø Starting from a blank point, fully documented (created a manual of almost 200 pages) and offered training on the in-house Samsung time-off system.

Ø Created an onboarding presentation for Samsung's new joiners about the Korean culture and the company.

Ø Organized online live training (also offered recordings) for all the European subsidiaries on Workday and other in-house systems.

Ø Communicated with the European Office for policy issues and sensitive matters such as new project implementation, security, off-cycle promotions, and demotions.

Ø Established a Samsung HR BP community at the European level to brainstorm possible improvements and obtain feedback.

Ø Researched possible solutions via the Workday Community and independently proposed new projects for Workday configuration changes. Then, I created a business case and obtained the necessary approvals. Also communicated and persuaded all the 27 subsidiaries, the European regional office, and the tier 3 team from South Korea that the changes were beneficial. Tested the system changes that the tier 3 team configured upon my request and feedback.

Ø The updates that were implemented vary from recruitment (automatic candidate rejection template), onboarding (automatic email notifications from Workday with instructions for new joiners), terminations (exit interviews adapted to the local legislation), job changes (approval process flow changes), international assignments (a short-term assignment for 6 months between European countries) and performance evaluation (personalized automatic email notifications from Workday for every step, adding attachments with client feedback for the goal setting, removing unnecessary tasks, created personalized drop-downs for the Put 1 to 1 meeting results task).

HR Analyst, Conduent, Iasi

JULY 2017 – OCTOBER 2019

As a team member of the local team, working for the HR Service Center for HR queries, I provide administrative support to an outsourced Personnel Administration service (PwC UK, 25.000 employees). We had an initial three months of training to learn the basics of UK/EU labor legislation/taxation and the firm's policy. Then, we had to pass several written tests and scripted test calls.

Answer specific policy/HR legislation-related questions and **Workday** queries (where I had an Admin View role) via phone/email/live chat/ticketing tool (we were assigned on a rotation basis to one responsibility/week) in areas such as:

Ø Recruitment administration (facilitating the scheduling of interviews via IBM BrassRing applicant tracking system by communicating with candidates, recruiters, and hiring managers)

Ø New Hire administration (Onboarding guidance)

Ø Employee and employer-initiated change job changes

Ø Personal Information Change and Contact Change

Ø References requests (reference letters and paychecks)

Ø Terminations (what the employee should do when he is leaving the firm)

Ø Leave of Absence (Holiday, Unpaid Leave, Career Break, Maternity Leave, Sick Leave, Bereavement, Civil and Military Duties)

Ø Time off (Offered detailed breakdowns related to the holiday accrual and holiday balance)

Ø Payroll and Benefits (including various allowances, health insurance, dental insurance, car/bike benefits, and pension benefits; also offered detailed paychecks breakdowns and tax calculations using the Oracle payroll system and expenses claims using Concur)

Ø Benefits annual renewal (explained the various optional benefits and updated them on behalf of the employees within a 2 weeks window; also dealt with sensitive situations when the deadline was not met)

Ø Performance Evaluation (how to input goals, self-evaluate, manager evaluation, calibration)

Ø Competency (a performance-like process related to skills relevant to promotions)

Ø Global Mobility (guidance for international assignments accommodation, allowances, onboarding)

Ø Learning support (virtual trainings and booking courses on various on-site locations, providing information in regards to certificates and university studies offered by the firm)

Ø Escalated GDPR requests for purge of data or sent the requested data to the rightful owner.

Ø Tested from a Beta stage the new ticketing tool Customer Communications Management (CCM) that Conduent developed in 2019 and supported the transition.

If the employee, manager, or HR BP was correct and Workday was not reflecting the accurate data in accordance with the policy and UK law, escalated the case to a Workday HRIS team that actioned the changes upon our guidance.

Managed a high volume of work (30 calls/day on average, frequent weekend overtime) and stressful situations on delicate topics (disability adjustments for candidates and employees, life insurance claims, pension claims, accidents at work, disciplinary cases, discrimination, sexual harassment, depression and anxiety, miscarriage, military service, death in service).

We assured the clients of our full support, and when cases exceeded our responsibilities, we escalated them to the HR BPs, HR Heads, or a call center specialized in emotional well-being and psychological support.

I trained several generations of new joiners, acted as a buddy for them, and cooperated with the other teams, such as the benefits team, references, global mobility, onboarding, payroll, finance, and recruitment.

Researcher, History Lapse, Iasi

OCTOBER 2017 – JANUARY 2019

A full-time collaborator for the history platform History Lapse, where I have worked on research related to the history and civilization of ancient Japan.

The concept of the website can be accessed from the following link:

<https://en.historylapse.org/whitepaper>

The articles that I have published in English can be consulted here:

<https://en.historylapse.org/japan>

Education

PHD Candidate, National School of Political and Administrative Studies SNSPA, Bucuresti

OCTOBER 2020 – JULY 2025

Powers and Perceptions in the Asia-Pacific Region

More information [here](#).

Master's degree, Alexandru Ioan Cuza University, Iasi

OCTOBER 2017 – JULY 2019

International Development Studies (in English), with the support of the Ministry of Foreign Affairs

Dissertation grade 10: East Asia after the rise of China

More information about the Master [here](#).

Bachelor's degree, Alexandru Ioan Cuza University, Iasi

OCTOBER 2014 – JULY 2017

Bachelor's degree grade 10: The theory of international relations and the Japanese Civilization

More information [here](#).

Courses: Hard Skills

Time off Fundamentals, Workday Pro Track

Leave of Absence Fundamentals, Workday Pro Track

Benefits Fundamentals , Workday Pro Track

Time Tracking, Workday Pro Track

SPSS Statistics Essential Training, LinkedIn Learning

Japanese, SAKURA Japanese Language School of Bucharest

JUNE 2020 – JANUARY 2021

Excel Essential Training (Office 365/Microsoft 365), LinkedIn Learning

Microsoft Excel – Excel from Beginner to Advanced , (Kyle Pew, Office Newb) - Udemy

Excel: Creating a Basic Dashboard , LinkedIn Learning

Excel: Macros and VBA for Beginners , LinkedIn Learning

Excel: Advanced Formulas and Functions , LinkedIn Learning

Excel: PivotTables in Depth , LinkedIn Learning

Excel: Advanced Formatting Techniques , LinkedIn Learning

Excel: Charts in Depth , LinkedIn Learning

Managing and Analyzing Data in Excel , LinkedIn Learning

Excel: Macros in Depth , LinkedIn Learning

Learning VBA in Excel , LinkedIn Learning

Excel: Power Query (Get & Transform) , LinkedIn Learning

Power BI Essential Training , LinkedIn Learning

Learning Power BI Desktop , LinkedIn Learning

Visio 2021 Essential Training , LinkedIn Learning

Advanced Visio: Working with Data , LinkedIn Learning

PowerPoint Essential Training , LinkedIn Learning

PowerPoint: Designing Better Slides , LinkedIn Learning

Courses: Soft Skills

Getting Started as a Project Manager, LinkedIn Learning

AI Essentials for Project Managers, LinkedIn Learning

Strategic Thinking, LinkedIn Learning

Strategic Planning Foundations, LinkedIn Learning

Developing Business Acumen, LinkedIn Learning

Designing a Presentation, LinkedIn Learning

Master Confident Presentations, LinkedIn Learning

Writing Customer Service Emails, LinkedIn Learning

Empathy for Customer Service Professionals, LinkedIn Learning

Works Published

Post-colonial identity and power politics. The case of Myanmar's civil war

AUGUST 2024

EIRP Proceedings, Vol. 19, No. 1, pp. 255-266

The article can be accessed [here](#).

France and the war in Ukraine. A realist constructivist perspective

MAY 2024

CES Working Papers, Volume XVI, Issue 1, pp. 81-111

The article can be accessed [here](#).

**Operatiunea "schulung". Lovitura De Poker Pentru Hitler. Documente
Diplomatice Inedite, Sedcom Libris**

JANUARY 2012

Book: Operation Schulung. Hitler's Poker Game. Unprecedented diplomatic documents - Liviu Sadowski and Armand Sadowski, introduction by the scholar Dr. Gh. Buzatu.

Conferences and papers

EURINT International Conference 14th edition, Iasi

MAY 2025

EURINT 2025 | Building tomorrow's Europe: Strategies for integration, growth, and resilience

Conference programme [here](#).

Armand Sadovschi (PhD candidate, International Relations, Powers and Perceptions in the Asia-Pacific Region, National School of Political and Administrative Studies SNSPA), presenting the paper:

EU-South Korea Security and Defense Partnership in the context of a new arms race

EU-PAIR International Conference, 3rd Edition, Iasi

JUNE 2024

Challenges and Dynamics of European Administrative Area

Conference programme [here](#).

Armand Sadovschi (PhD candidate, International Relations, Powers and Perceptions in the Asia-Pacific Region, National School of Political and Administrative Studies SNSPA), presenting the paper:

EU policy for its military industry, public-private partnerships

EURINT International Conference 13th edition, Iasi

MAY 2024

EURINT 2024 | Debating Europe: new approaches, action tools and integration scenarios

Conference programme [here](#).

Armand Sadovschi (PhD candidate, International Relations, Powers and Perceptions in the Asia-Pacific Region, National School of Political and Administrative Studies SNSPA), presenting the paper:

France and the war in Ukraine. A realist constructivist perspective

EIRP 19th International Conference on European Integration - Realities and Perspectives, Galati

MAY 2024

Global Challenges and Opportunities in the Multiple Crises Context

Conference programme [here](#).

Armand Sadovschi (PhD candidate, International Relations, Powers and Perceptions in the Asia-Pacific Region, National School of Political and Administrative Studies SNSPA), presenting the paper:

Post-colonial identity and power politics. The case of Myanmar's civil war

EURINT International Conference 12th edition, Iasi

MAY 2023

EURINT 2023| Challenges and future prospects for a resilient Europe

Conference programme [here](#).

Armand Sadovschi (PhD candidate, International Relations, Powers and Perceptions in the Asia-Pacific Region, National School of Political and Administrative Studies SNSPA), presenting the paper:

EU-Japan Economic Partnership Agreement. A realist constructivist perspective

International Conference "International Development and Democratization", 7th Edition, Iasi

DECEMBER 2019

H.E. Cord Meier-KLODT, Ambassador of the Federal Republic of Germany in Romania: "We are the People! What Europe do we Want for our Children Today? 30 Years since the Fall of the Berlin Wall!"

12:30-14:10 – Panel I - 30 Years since the Fall of Communism: Consequences and Evolutions

Conference programme [here](#).

Armand Sadovschi (MA in International Development Studies, Faculty of Philosophy and Social Political Sciences, "Alexandru Ioan Cuza" University of Iasi), presenting the paper: **Cross-Strait relations. One country, two systems**

International Conference "International Development and Democratization", 6th Edition, Iasi

DECEMBER 2018

Distinguished Guest Speaker **H.E. Hans G. KLEMM United States of America Ambassador in Romania.**

Conference programme [here](#).

15:20-16:40 – **Panel VI – Diplomacy, Development and Security**

Calin BRAIC & Armand SADOVSCHI (MA Students in International Development Studies, Faculty of Philosophy and Social Political Sciences, "Alexandru Ioan Cuza" University of Iasi), presenting the paper: **Human Security. The Conflict from Yemen**

Volunteering

UN Youth Association of Romania – Iasi Branch

OCTOBER 2014 – OCTOBER 2015

The UN Youth Association in Romania (ex BISMUN Association) is a non-governmental organization, set up and led by young people whose aims are to promote and encourage UN values and activities among young Romanians, Romanian society and the international community.

In order to achieve this goal, the UN Youth Association in Romania organizes simulations of international organizations, conferences, seminars, workshops, debates, etc., the main project of the Association being the annual organization of the Bucharest International Student Model United Nations (BISMUN) Greater MUN type simulation in Romania.

More information can be found [here](#).

Extra-curricular activities

UN Youth Romania Mini Mun, Iasi

MARCH 2015

Representative of the Security Council of the United Nations Simulation (Russian Federation) Debating "A cold reality Delayed solutions on Syria Situation"

EYP (European Youth Parliament of Romania), local phase

APRIL 2013

The European Youth Parliament is an international, non-partisan organization that functions under the honorific patronage of Mr. Martin Schulz, (ex) President of the European Parliament and Mr. Thorbjorn Jagland, Secretary-General of the Council of Europe. EYP seeks to increase young people's awareness of European issues and contributes to the process of European integration. During Forum delegates from European countries did experience and exercise democracy, its working structures, decision-making process, and its culture of debate and dialog with authorities, while having also an intercultural exchange program.

More information [here](#).

Journaliste Sans Frontieres: Youth in Action Programme

APRIL 2011

The activity took place from 07/04/2011 to 28/04/2011 in Romania and Italy. For 21 days, 20 youths from 3 countries (Italy, Poland, Romania) will be part in the

same journey to accomplish a non-formal and informal intercultural dialogue (theme: historical and cultural events which led to major changes in the European awareness concerning the concept of democracy, the Monarchy, and Communism in Romania and Poland) and also use a form of journalism as a way of active civic participation of young people.

More details about this project can be accessed [here](#).