



Paulo Poinha

HRIS Global Director

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EXECUTIVE SUMMARY

Senior leader with 20+ years of progressive experience driving global Human Resource Information Systems strategy across international organizations in the Medical, Banking, Telecom, and Logistics industries. Proven ability in high-level strategic system decisions, building short-term and long-term roadmaps, and managing cross-functional teams following outsourcing models (offshore and nearshore) to maximize productivity. Combines deep technical and business expertise in Workday and SAP HCM to bridge business users and technical teams, delivering cost-effective, timely solutions. Experienced in budget ownership, SLA management, vendor partnership, and fostering a culture of continuous improvement and mentorship.

CORE COMPETENCIES

- ◆ HRIS Strategy & Roadmap Development
- ◆ Workday HCM, Recruiting, Compensation & Talent
- ◆ Budget Ownership & Resource Alignment
- ◆ Offshore / Nearshore Outsourcing Models
- ◆ Business Process Improvement
- ◆ Extensive IT Technical Skillset
- ◆ Global Team & Vendor Management
- ◆ SAP HCM / Portal Full Life-Cycle Implementation
- ◆ SLA & Business Stakeholder Management
- ◆ System Integration (Payroll, Finance, LMS)
- ◆ Mentorship & Talent Development
- ◆ Advanced AI tool proficiency (coding and automation)

PROFESSIONAL EXPERIENCE

HRIS Operations Manager – Workday

Jan 2019 – Present

Envista Holdings Corporation | Global

- Lead global HR technology strategy and product delivery across Workday HCM, Talent Acquisition, Talent Management, Learning, Workforce Planning, People Analytics for 12,000+ employees in 50+ countries.
- Own multi-year Technology roadmap, prioritizing intake, sequencing initiatives, and aligning investments to enterprise goals.
- Lead product innovation and architecture in partnership with Workday, SAP, Microsoft and other providers to enhance solutions and streamline operations.
- Manage portfolio planning by balancing Resource Capacity, Risks, ROI, and Organizational Priorities.
- Directed recent implementations of Workday Learning and Recruiting to modernize employee Learning experience and elevate Recruiting speed and cost effectiveness.
- Partner with Talent, People Services, Total rewards, Compliance and Payroll CoEs to optimize processes and improve employee experience at scale.
- Oversaw roadmap delivery for multiple acquisition and divestiture programs, including planning, data conversion, and integrations.
- Manage HR products and implementation partner vendor relationships including contract governance, RFPs, renewals, and SLAs.
- Report to the Head of Corporate HR (California, US) with full accountability for the yearly HRIS budget and resourcing alignment.

IT Owner – Business Applications HCM

Jan 2015 – Dec 2018

Nobel Biocare | Switzerland

- Served as the IT Owner and primary contact for HCM Business Applications, liaising with internal stakeholders and external partners to deliver results.
- Drove and promoted business process improvements supported by IT tools within the HCM domain.
- Managed and supported the SAP & Success Factors systems landscape for HCM operations.
- Led the integration of HCM systems to Finance, Payroll, and Production, ensuring seamless cross-functional data flow.

IT Solutions Manager – Corporate SAP Portal & HCM

Oct 2005 – Sep 2014

TeliaSonera Oyj (via Pasafin Oyj) | Finland

- Managed the Corporate SAP Portal Platform for HCM Employee and Manager Self-Services across the organization.
- Owned all HCM Services activities: evaluating new requirements, researching, and implementing cost-effective solutions (configuration & development).
- Project Manager for repeated SAP HCM system and Portal upgrade cycles (Travel, Time, Compensation & Benefits, PA/OM, ESS, MSS), managing team resources, timelines, and cost estimates.
- Acted as the HCM expert liaison between business stakeholders and development teams to deliver on-time, on-budget solutions.

Team Lead Analyst – HCM Web & Programming

Sep 2004 – Oct 2005

InBev (via Accenture) | Belgium

- Led the Web and Programming team for the HCM Personnel Development Project at InBev Headquarters.
- Responsible for SAP HCM / Intranet integration and technical specification of modules to be written and maintained.
- Delivered a highly customized solution based on standard SAP HCM (PD) to improve succession planning.

IT Migration Project Lead

May 2003 – Jun 2004

Caixa Geral de Depósitos | Portugal

- Led the migration of all client operating systems during a merger of two insurance companies within the largest Banking group in Portugal, in partnership with Microsoft Consulting Services.
- Managed hardware/software requisite planning, migration scheduling, and implementation across 50+ offices and sales points.

Systems Analyst – Web & SAP Integration

May 2000 – Apr 2003

Gerdau Açominas | Brazil

- Led the web implementation of corporate websites for intranet and internet use.
- Part of the SAP Portal implementation team; managed internet and SAP integration solutions.
- Delivered multiple solutions: telephony integration, mobile SAP sales module, logistics fleet integration.

Programmer – Fleet Management Systems

Feb 1999 – Dec 1999

Classis Fleet Management Systems | South Africa

- Developed a fleet management application for a large beverage company, enabling active tracking of fleet usage and driver parameters.

EDUCATION & CERTIFICATIONS

Degree	Information Technology – Pretoria, South Africa (Cum Laude)
2019	Workday Human Capital Management – Workday
2014	SAP Human Capital Management Certification – SAP Finland
2008	SAP DUET Introduction – Instructor – SAP Finland
2007	DUT010 – Installation & Administration of Duet – SAP Germany
2002	SAP Portal Certification – SAP Brazil
1999	MCSE – Microsoft Certified Systems Engineer – Microsoft South Africa

LANGUAGES & ADDITIONAL

Portuguese — <i>Native</i>	– Father of a beautiful 5-year-old and great family
English — <i>Fluent</i>	– Member of Swiss Pilots Association and Member of Historic Aircraft Club Albatros in Birrfeld, Aargau
German — <i>A2</i>	– Private Pilot License & Aerobatic License in Aircraft
Spanish — <i>Intermediate</i>	– Very adaptable; thrives on new challenges personally and professionally
Italian — <i>Basic</i>	
Finnish — <i>Basic</i>	