

People-profile architecture for the HR Management System

Client Global IT services and consulting firm
Role Enterprise Architect
Period 2021-08 — 2022-05

CONTEXT

Through major organizational change — a shift to remote work and numerous relocations — the firm's people-accounting systems were fragmented and outdated. They struggled to manage employees, students, and community members consistently, complicating data migration and jeopardizing personal-data compliance across 58 countries.

APPROACH

Owned the people-profile portion of the program. Formalized current processes, defined a profile storage model with explicit operational rules, accounted for dynamic data transformation, and built compliance into the design so the same model could serve HR, marketing, and the learning portal without re-deriving profile semantics per system.

OUTCOME

Designed the people-profile architecture and requirements for an internal HR-management initiative operating across 58 countries, enabling compliant, consistent management of employees and non-employee contacts and saving hundreds of person-hours per month.

- Saved hundreds of person-hours per month and materially reduced accounting errors.
- Ensured personal-data-legislation compliance across 58 countries, eliminating legal risk.
- Established documentation and a transformation plan as the foundation for further scaling.

KEY RESULT

Structured the people-profile architecture for an internal HR-management initiative across 58 countries — profile storage, operational rules, and transformation logic — saving hundreds of person-hours per month while ensuring data-privacy compliance.