



LAURA- AUGUSTINA AVRAM

Vantaa, Finland / Cluj-Napoca,
Romania

PROFILE

Creative problem solver, certified in SAP SuccessFactors RCM and RMK, Onboarding 2.0, looking for a new opportunity to bring improvement.

CONTACT

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NATIONALITY:
ROMANIAN

EDUCATION

Faculty of Economics and Business Administration, Babeş-Bolyai University (Cluj-Napoca), PhD in Economics

Oct. 2016 - ongoing

Aix-Marseille University (France), Erasmus exchange

Mar. 2018 - Jun. 2018

Hankuk University of Foreign Studies (South Korea), Erasmus exchange

Aug. 2017 - Dec. 2017

Faculty of Economics and Business Administration, Babeş-Bolyai University (Cluj-Napoca), Master's degree in International Management in German

Oct. 2014 - Jul. 2016

Dongguk University (South Korea), Dongguk University Scholarship

Feb. 2015 - Jul. 2015

Hochschule für Wirtschaft und Umwelt (Germany), DAAD scholarship

Feb. 2015 - Jul. 2015

Faculty of Economics and Business Administration, Babeş-Bolyai University (Cluj-Napoca), Bachelor in Economics & Business Administration in German

Oct. 2011 - Jul. 2014

SKILLS

Languages

- Romanian (mother tongue)
- German C1 (Certificate Deutsches Sprachdiplom C1)
- English C1 (Certificate Cambridge C1)
- Spanish C1/B2 (university studies – minor)
- French B1 (Erasmus test)
- Portuguese B1
- Finnish B1

Other skills

- SAP SuccessFactors certified implementation consultant in Recruiting Management and Marketing, Onboarding 2.0) – link to certifications:
<https://www.credly.com/users/la-ura-augustina-avram>
- SAP SuccessFactors admin and support incl. Implementation of some feature in Employee Central, Performance & Goals, Succession & Development, Calibration, Compensation
- Employee Recruitment & Retention
- Creative Problem Solving
- Analytical mind and goal oriented
- Content Research & Development
- Cultural awareness
- Microsoft Office
- Communication
- Agile & Scrum
- Jira
- Team player
- Driving license B

WORK EXPERIENCE

VAT Romania – Internal SuccessFactors internal consultant and system owner: SuccessFactors – modules Employee Central, Recruiting (RCM and RMK), Onboarding, Compensation, and minor support for the modules Succession & Development, Performance & Goals, Calibration (remote)

August 2023–ongoing

- system configuration and maintenance (incl. Some features in Employee Central);
- responsible for general strategy regarding SuccessFactors (modules, features, integrations)
- internal release management;
- user management;
- testing;
- providing ongoing support and troubleshooting;
- process and functionalities improvement;
- vendor liaison (with SAP and the company offering support);
- project manager for implementing Position Management (after the company implemented Employee Central without Position Management a few years ago) – I attended the course by SAP for Position Management implementation to help with the process.

Deloitte Consultant – Implementation of SuccessFactors by SAP – Modules Recruiting and Onboarding (remote)

May 2022–August 2023

- analysis of the client's requirements;
- system configuration;
- testing;
- training;
- providing ongoing support (i.e. through a ticketing system).

Deloitte Business Analyst – Implementation of SuccessFactors by SAP (remote)

Apr. 2021–May 2022

- similar to above;

Marquardt Sibiu – International Recruiter (Sibiu)

Feb. 2021–Apr. 2021

- Recruiting;
- Process improvement.

SIG Combibloc European Recruiting Associate [with additional Success Factors Admin responsibilities] (Cluj-Napoca)

Oct. 2020–Jan. 2021

- SAP Success Factors Admin (Modules: Recruiting, Succession & Development, Performance & Goals);
- Trainer for Success Factors for local and global colleagues;
- Part of the team involved in implementing Success Factors updates;
- Testing of new functionalities in the test phase and after implementation & troubleshooting;
- Preparation of Success Factors documentation;

- Maintaining accurate data in the Success Factors system;
- Support for local HR & global departments;
- Organizing the recruitment process (screening, sourcing, posting, interviews, etc.);
- Helped establish the procedures for the new team, while keeping in mind the constant need for optimization and improvement;
- Worked on setting up a new candidate pool;
- Close relationship with the hiring managers and the rest of the HR team;
- Reporting.

Teaching Staff (as a Phd student) at the Faculty of Economics and Business Administration, Babeş-Bolyai University (Cluj-Napoca)

Oct. 2016–ongoing

SIG Combibloc Recruitment Administration Senior Analyst [& Success Factors specialist] (Cluj-Napoca)

Apr. 2020–Sep. 2020

- SAP Success Factors Admin (Modules: Recruiting, Development, Performance,...);
- Trainer for Success Factors for local and global colleagues;
- Part of the team involved in implementing Success Factors updates;
- Testing of new functionalities in the test phase and after implementation & troubleshooting;
- Preparation of Success Factors documentation;
- Maintaining accurate data in the Success Factors system;
- Support for local HR & global departments;
- Handling of HR Service requests;
- Administration of Insight People Evaluation, Talent & Succession Conferences and 360 degree feedback;
- Participation in process improvement initiatives (incl. Success Factors);
- Candidate screening and Talent Pool Administration;
- Support transfer of additional tasks regarding HR processes from local entities to Business Service Center;
- Participated in organizing the recruitment process (job posting, organizing interviews, phone interviews, etc.);
- Offered admin support to hiring managers and HR;
- Strong communication with hiring managers and the rest of the HR team;
- Implemented improvements for the internal processes;
- Ad-hoc reporting;
- Single point of contact for the function;
- Trainer.

SIG Combibloc Recruitment Administration Analyst (Cluj-Napoca)

Jan. 2019–Apr. 2020

Similar description to above.

Freelancing Translator (Cluj-Napoca)

Feb. 2016–Ongoing

Certified translator (certificate no. 35461) for the languages: German-Romanian-German.

Research assistant for the project /UBB-NTT DATA Advanced Fellowship, UBB/NTT (Cluj-Napoca)

May. 2017–Oct. 2017

Title of the research "Establishing the psycho-social profile of the worker in the IT field over the next 5 years". My duties included the following: interviewing some of the participants at the study, codification of the interviews, transcription of interviews, proofreading.

Inspiricon Assistant Manager (Cluj-Napoca)

Apr. 2016–Aug. 2016

OTHER INFORMATION

Hobbies

Game of Go (Multiple times winner and runner up of European and national championships), Learning foreign languages, Crafting.

Publications

Multiple publications available upon request.