



# Mihai-Alexandru Chira

Nationality: | Gender: | Email address:

## WORK EXPERIENCE

1 MAY 2024 – CURRENT Cluj-Napoca, Romania

**REPORTING & ANALYSIS MANAGER FLUTTER UK & IRELAND**

1 JUL 2023 – 1 MAY 2024 Cluj-Napoca, Romania

**LEAD RESOURCE MANAGER KINAXIS ROMANIA**

I bring years of experience to the table and utilize a strategic and global resource management planning perspective to ensure that projects are properly resourced. My main focus is on coordinating with multiple key-contacts to conduct gap assessments and find creative solutions to complexities in resource allocation. I also provide leadership in stakeholder consultation to implement global resource management tools and improvements across multiple regional teams.

Subject Matter Expert: I engage the junior members of my team in ongoing learning and development within the profession. I work closely with regional leaders to assign resources, monitor ongoing excellence, and prioritize resource utilization to ensure targets are met; ensuring processes and tools are continuously improved and updated.

Collaborative Reporting: An integral function within resource management, I consult with multiple members to develop reliable information system reporting that leads to conducting agile resource modifications and improvements from a global perspective. I also document processes and identify potential improvements in any aspect of the Resource Management function.

Mentor: I actively engage team members to develop their skills by sharing my experience and the latest industry trends. My progressive expertise and industry knowledge allow me to affect change at all levels within and outside of my immediate team.

Industry Outreach: Managing and resourcing our partner network to ensure that we continuously grow through the network. Currently responsible for over \$50 mil of contracts throughout our partner network. Part of a cross-departmental team, managing contracts, compliance and financials. Acting as a Delivery Director on multiple projects involving our partners, ensuring successful software deployments.

1 FEB 2022 – 1 JUL 2023 Cluj-Napoca, Romania

**SOLUTION CONSULTANT KINAXIS ROMANIA**

Working with new and existing customers, I have provided expert guidance in integrating our product offerings to deliver value.

- Participate in deep-dive customer business requirements discovery sessions and develop integration requirements specifications
- Implemented Rapid Response integration platform
- Supported deployment workshops to help customers achieve immediate value from their investment
- Performed integration configuration - mapping, loading, transforming and validating data required to support our customer's unique system landscape
- Supported data management and integration related activities including validation and testing of the solution

Mentor and coach Associate Solution Consultants

15 OCT 2020 – 1 SEP 2023 Cluj-Napoca, Romania

**ASSOCIATE PROFESSOR BABES-BOLYAI UNIVERSITY**

Teaching Masters level courses in Research Methods; Applied Statistics; Programme Evaluation; and SQL

1 APR 2021 – 1 FEB 2022 Cluj-Napoca, Romania

**LEAD CONSULTANT MERCER MARSH BENEFITS**

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Collaborative Reporting: An integral function within resource management, I consult with multiple members to develop reliable information system reporting that leads to conducting agile resource modifications and improvements from a global perspective. I also document processes and identify potential improvements in any aspect of the Resource Management function.

Mentor: I actively engage team members to develop their skills by sharing my experience and the latest industry trends. My progressive expertise and industry knowledge allow me to affect change at all levels within and outside of my immediate team.

1 AUG 2020 – 1 APR 2021 Cluj-Napoca, Romania

#### **CONFIGURATION CONSULTANT** MERCER MARSH BENEFITS

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I owned the delivery of projects to our existing clients, including Benefit Selection Windows and any ongoing Change Requests. I consulted on the use of Darwin to most effectively manage our clients' benefits schemes, by gathering requirements and then presenting the best practice solutions to meet these needs.

I was responsible for delivering medium to very large projects consisting of implementing Darwin and configuring it to meet their requirements, perform testing of configured functionality, as well as supporting post launch work for our clients.

1 AUG 2019 – 1 AUG 2020 Cluj-Napoca, Romania

#### **ASSOCIATE CONFIGURATION CONSULTANT** MERCER MARSH BENEFITS

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I owned the delivery of projects to our existing clients, including Benefit Selection Windows and any ongoing Change Requests. I consulted on the use of Darwin to most effectively manage our clients' benefits schemes, by gathering requirements and then presenting the best practice solutions to meet these needs.

I was responsible for delivering small to medium projects consisting of implementing Darwin and configuring it to meet their requirements, perform testing of configured functionality, as well as supporting post launch work for our clients.

10 JUL 2017 – 1 AUG 2019 Bucharest, Romania

#### **FOUNDER AND CEO** EVOGENYS

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As the Founder and CEO of my own startup, I was responsible for developing and implementing business strategies to achieve growth and profitability in line with our mission statement. I worked closely with a small team of technical and non-technical individuals to foster a culture of ethical practices and individual integrity. Through my efforts, I helped clients and companies understand the ROI on human resources and process structure, providing effective tools to achieve their goals. I also provided high-quality services for analysis, development, and improvement in corporate and institutional environments, meeting and exceeding client requirements by conducting detailed corporate analysis and developing client-focused strategies. Overall, I was able to create value for the company by increasing business revenue, reducing operational costs, and promoting a culture of excellence.

1 OCT 2017 – 1 MAR 2019 Romania

#### **SOLUTIONS OPERATION MANAGER** IGNITE TECHNOLOGIES

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During my tenure, I championed the development and implementation of customer expansion plans, which resulted in an impressive 37% increase in business revenue. I leveraged my expertise in SQL and Python to conduct data analysis, debugging, and build AI sales and marketing models. In addition to providing consultancy services on data and model usage, I also ensured appropriate resource management across customer portfolios to meet business requirements.

I am proud of several key achievements during my time, including:

- Sustaining a customer-base of 27 and securing and maintaining more than \$500k revenue for two years.
- Working closely with other team members to improve departmental efficiency and productivity by over 167%.
- Instrumental in acquiring two new products, which led to a \$350k increase in revenue and delivered recommendations and improvements that resulted in a 41% increase in customer satisfaction and success.

1 MAY 2015 – 1 JUL 2017 Bucharest, Romania

#### **FREELANCE BUSINESS CONSULTANT / DATA SCIENTIST** FREELANCE

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During my previous role, I worked closely with both internal teams and customers to successfully complete multiple projects aimed at increasing corporate efficiency. One of my primary responsibilities was designing databases and associated models using Oracle SQL, and providing training to staff members for efficient usage of in-house systems. Additionally, I delivered business consultancy services for the development and refinement of the company's vision and strategic direction. Throughout my tenure, I achieved a number of key accomplishments, including planning and leading four major projects in different countries for startups (Livepedia and Opportunity Education) and NGOs (Green Economics Institute and Multicultural Business Institute). I also accomplished the following:

- Introduced end-to-end processes in underperforming departments, which resulted in a 250% increase in work efficiency for the NGOs and helped achieve sustainable expansion from 5-10 members to 25+.
- Identified internal business needs regarding resources, which led to a 240% increase in sales through both online channels (websites, social media) and offline channels (conferences, hubs, partnerships), and expanded the customer-base from 5 to 50+.

## **EDUCATION AND TRAINING**

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10 OCT 2020 – CURRENT Cluj-Napoca, Romania

#### **DOCTOR OF PHILOSOPHY** Babes-Bolyai University

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**Field of study** Governance and Public Policy | **Level in EQF** EQF level 8 |

**Thesis** Reassembling Ethics: A Global And Interdisciplinary Inquiry Into The Evolution, Fragmentation, And Future Of Moral Thought Through History, Politics, Governance And Data

My main focus is on the impact of new technologies and innovation on corporate and public sustainability. My main interest was how corporate and public behaviours change depending on the evolution of technology. My thesis is analysing the impact of technologies on corporate ethics practices.

**Field of study** Science, Innovation and Technology in Public Governance | **Final grade** First | **Level in EQF** EQF level 7 |

**Thesis** Towards a unified model of business ethics: The types and effects of ethics on companies and public institutions

10 OCT 2012 – 15 JUL 2015 Colchester, United Kingdom  
**BACHELOR'S OF ARTS** University of Essex

I studied International Economics with a focus on economics of efficiency, corporate sustainability, behavioural economics and environmental governance.

Activities and societies: Economics Society, Enactus Society, French Connections Society, International Students Association, Human Rights Society, 1st Year Representative, 1st Year Peer Mentor  
Activities and societies: Economics Society, Enactus Society, French Connections Society, International Students Association, Human Rights Society, 1st Year Representative, 1st Year Peer Mentor

**Website** <https://www.essex.ac.uk/> | **Field of study** International Economics | **Final grade** First | **Level in EQF** EQF level 6 |

**Thesis** The market failure in the energy market and renewables – a theoretical study of solar power

## LANGUAGE SKILLS

Mother tongue(s): **ROMANIAN**

Other language(s):

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken production	Spoken interaction	
<b>ENGLISH</b>	C2	C2	C2	C2	C2
<b>FRENCH</b>	B1	B1	A2	A2	A2
<b>GERMAN</b>	B1	B1	A2	A2	B1
<b>JAPANESE</b>	B1	A2	A2	A2	A2

*Levels: A1 and A2: Basic user; B1 and B2: Independent user; C1 and C2: Proficient user*

## SKILLS

### Technical Skills

emergent technologies | Agile methodologies (e.g., SAFe, Scrum) | Atlassian stack (Jira, Confluence, ...) | principles of artificial intelligence | Power Apps, Power Automate, Power Flow, Power BI | Oracle Data Integrator | RapidResponse | Design and management of a relational Database | programming: Python, MATLAB and SQL | Kantata | SQL | Research and analytical skills | ICT project management methodologies | economics

### Strategic & Organisational Skills

Technical Coaching | Team Building, Leadership & Coaching | Business Ethics | Organisational Strategy | Innovation consulting | Organisational Leadership | measure company's sustainability performance | project management | Programme management | Software project management | communicate analytical insights | Excellent strategic, analytical and problem-solving skills | apply change management | Organizational Change Management | Strategic Human Resource Planning | design hybrid operating strategies | customer insight | Business Insights | assume responsibility | consultation

### People Skills

mentor individuals | people development | provide career counselling | Diversity & Inclusion Management | promote inclusion | Cultural awareness | Line-Management, Coaching, Mentoring and Performance Management | provide leadership