



Virginie LOUVOIS

FRACTIONAL HRIS PROJECT MANAGER – Senior Advisor

Independent HRIS project manager with 25+ years of experience delivering HR technology transformations (**Workday, SuccessFactors, Oracle Fusion Cloud, SAP HCM**). Specialized in project governance, vendor selection/management, and transversal foundation changes. Available for part-time, (pre-) project-based engagements

// CONTACT

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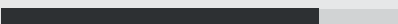
linkedin.com/in/virinielouvois

// LANGUAGES

French



Dutch



English



// INTERESTS



Classical
Music

// CLOUD HR PROJECTS (2013–2025)

2024 – 2025
skeyes

PROJECT MANAGER Oracle Fusion Cloud

- Managed Core HR project.
- Prepared Learning project: business architecture and scope definition.

2022-2023
STIB-MIVB

PROJECT MANAGER SuccessFactors

- Implemented Learning and Recruitment.
- Managed vendors. Coordinated HR and the various learning businesses.

2021-2022
**Rode Kruis
Vlaanderen**

INTERIM HR PROJECT MANAGER

- Crisis management on Time Management system.

2021
D'leteren

HRIS EXPERT

- Coordinated RFP and partner selection to outsource SuccessFactors maintenance.

2018 – 2020
P&V Assurances

PROJECT MANAGER SuccessFactors

- Implemented Employee Central.
- Vendor management, change management, business architecture.

2018 – 2020
Credendo

PROJECT MANAGER HRIS

- Led RFP for Talent Management.
- Implemented Talentsoft Recruitment.

2017 – 2018
SWIFT

PROJECT MANAGER Workday

- Delivered implementation of HCM and Compensation.
- Led Functional, Integration, and Change Management streams.

// AVAILABILITY

Part-time, project-based (up to 24h/week). Open to short intensive phases aligned with project milestones.

// EDUCATION

Solvay Business School,
Université Libre de Bruxelles -
Master in Business Engineering
(1984–1989)

Université Libre de Bruxelles -
Post-graduate degree in
Personnel Management
(1989–1990)

Université de Paris I, La
Sorbonne - DESUP in
Ergonomics & Human Ecology
(1992–1993)

// CERTIFICATIONS

MBTI Practitioner, OPP (2010)

Six Sigma Green Belt, Benchmark
Six Sigma (2012)

Lean Management (2012)

Strategic Workforce Planning,
Human Capital Institute (2014)

**Prosci ADKAR Change
Management** (2015)

AI for HR, self-learning (2021)

Prompt Engineering, Coursera &
AWS (2024)

2016 - 2017
Vandemoortele

GLOBAL PROJECT MANAGER SuccessFactors

- Implemented: Employee Central, Goals & Performance, Recruitment in 10 countries.
- Vendor and change management.

2015
**AGC Glass
Europe**

PROJECT MANAGER

- Ran RFP for a Talent Management system.

2013 – 2015
GSK Vaccines

PROJECT LEAD - Workday

- Led Workday fundamentals implementation.

// EARLIER NON-CLOUD HR CAREER

**SAP on-
premise
project
management**

STIB-MIVB (6 months – recruitment module)

Proximus (3 years)

Mastercard (3 years)

**HRIS
consulting**

IBA (8 months) : HRIS Market Advisor

GSK Vaccines (1 year):

- Built 7-year Strategic Workforce Plan for ~4,700 employees across Operations and Quality.

NMBS/SNCB (HR RAIL) (5 years):

- Project Manager Processes and organization.
- Test coordinator.

**HR and / or
management
experience**

GSK Vaccines (6 months):

- Ad interim HR Manager

**ALIGHT - NGA HR: Group Client Delivery
Manager, HR Operations Europe** (3.5 years)

- Designed and implemented Service Delivery Model and international SOPs.
- Set up multilingual Service Centre; delivered payroll and HR admin to ~15,000 employees.

**Puilaetco (Groupe Dewaay) - Talent
Acquisition Manager** (1996–1997)

Groupe Alusuisse-Lonza - HR projects (1992–1996)

ULB - Solvay Business School: Coordinator (1990–1991)