



# 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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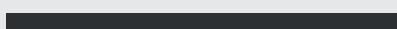
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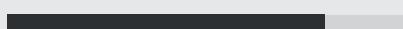
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## // LANGUAGES

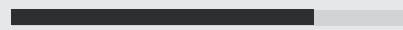
French



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'letteren**

### 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	<b>Vandemoortele</b>	<b>GLOBAL PROJECT MANAGER SuccessFactors</b>
2015	<b>AGC Glass Europe</b>	<ul style="list-style-type: none"><li>• Implemented: Employee Central, Goals &amp; Performance, Recruitment in 10 countries.</li><li>• Vendor and change management.</li></ul>
2013 – 2015	<b>GSK Vaccines</b>	<ul style="list-style-type: none"><li>• Ran RFP for a Talent Management system.</li></ul> <b>PROJECT LEAD - Workday</b> <ul style="list-style-type: none"><li>• Led Workday fundamentals implementation.</li></ul>

## // EARLIER NON-CLOUD HR CAREER

<b>SAP on-premise project management</b>	<ul style="list-style-type: none"><li>• <b>STIB-MIVB</b> (6 months – recruitment module)</li><li>• <b>Proximus</b> (3 years)</li><li>• <b>Mastercard</b> (3 years)</li></ul>
<b>HRIS consulting</b>	<ul style="list-style-type: none"><li>• <b>IBA</b> (8 months) : HRIS Market Advisor</li><li>• <b>GSK Vaccines</b> (1 year):<ul style="list-style-type: none"><li>• Built 7-year Strategic Workforce Plan for ~4,700 employees across Operations and Quality.</li></ul></li></ul>
	<ul style="list-style-type: none"><li>• <b>NMBS/SNCB (HR RAIL)</b> (5 years):<ul style="list-style-type: none"><li>• Project Manager Processes and organization.</li><li>• Test coordinator.</li></ul></li></ul>
<b>HR and / or management experience</b>	<ul style="list-style-type: none"><li>• <b>GSK Vaccines</b> (6 months):<ul style="list-style-type: none"><li>• Ad interim HR Manager</li></ul></li><li>• <b>ALIGHT - NGA HR: Group Client Delivery Manager, HR Operations Europe</b> (3.5 years)<ul style="list-style-type: none"><li>• Designed and implemented Service Delivery Model and international SOPs.</li><li>• Set up multilingual Service Centre; delivered payroll and HR admin to ~15,000 employees.</li></ul></li><li>• <b>Puilaetco (Groupe Dewaay) - Talent Acquisition Manager</b> (1996–1997)</li><li>• <b>Groupe Alusuisse-Lonza - HR projects</b> (1992–1996)</li><li>• <b>ULB - Solvay Business School: Coordinator</b> (1990–1991)</li></ul>