

Mark Mesias

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Multinational HR Technology Professional

Professional Summary:

Accomplished Multinational HR Technology Professional with over 15 years of experience, blending 10+ years in consulting and 5 years in corporate HR roles. Expert in HCM system implementations, strategic consulting, and enhancing HR operations through technology. Proven track record in leading cross-functional teams, managing complex projects, and driving HR transformation initiatives across diverse industries.

HR Technology Consulting Career (10+ Years):

Specialized in HCM project implementation, strategic consulting, and presales. Demonstrated excellence in project management, system integration, and developing marketing strategies to support business objectives.

Corporate HR Summary (5 Years):

Focused on HR analytics, system analysis, and internal process improvements. Contributed to talent management, operational efficiency, and strategic HR initiatives within corporate settings.

Functional Expertise:

- **Marketing Strategy & Presales:** Proficient in developing and implementing targeted marketing strategies to support presales activities. Skilled in aligning technology solutions with market needs, effectively communicating value propositions to stakeholders, and fostering relationships to drive sales and client engagement. Demonstrated success in leveraging insights and analytics to inform strategic decisions and optimize presales processes.
- **Module Expert Lead:** Proficient in leading modules from Core HR, Absence, Time & Attendance, Compensation, Payroll, Talent Management, to BI Analytics, Recruitment, Onboarding, Helpdesk, Wellness Solution, Security, and Personalizations. Expertise ensures comprehensive HR system functionality, seamless integration, and enhanced user experience.
- **Techno-Functional Configuration Expert:** Skilled in configuring and optimizing HR technology solutions to meet complex business needs.
- **Change Management:** Experienced in leading organizational change initiatives, ensuring smooth transition and adoption of new technologies.
- **ISO Documentation:** Proficient in creating and maintaining ISO-compliant documentation for HR systems and processes.
- **Reports and Analytics:** Expert in developing and analyzing HR reports, providing actionable insights to drive strategic decisions.
- **Project Management and Project Tools Expert:** Demonstrated expertise in project management principles and tools such as MS Project, Asana, Trello, and Jira, ensuring projects are delivered on time, within scope, and budget, while effectively monitoring project progress.
- **Event Organizing and Floor Directing:** Experienced in orchestrating large-scale events, including mega concerts and corporate events, showcasing ability to manage complex logistics, coordinate teams, and deliver exceptional experiences.

WORK EXPERIENCE

ABC Technologies, Canada • 10/2023 - 12/2023

Lead Implementation Analyst

- Assignment : Led a team of 2 while overseeing a comprehensive implementation of Core HR and UKG
- Description : Payroll across six regions. Orchestrated the global project's status plan, managed change processes, documented ISO standards, formulated a security matrix, and oversaw Formstack integration for streamlined operations. Fostered global collaboration through strategic meetings with HR teams, demonstrating a commitment to advancing ABCT's HR capabilities.

Deloitte, Canada • 01/2023 - 08/2023

Senior Consultant

- HCM Cutover Lead (Wholesaling, Manufacturing and Administrative Cooperative)
- Description : As HRIS Cutover lead, showcased exceptional project management skills integrating Oracle HCM, ServiceNow, and UKG at a cooperative. His MS Project-driven plan ensured on-time deliverables, promptly addressing delays and contributing significantly to the project's success, advancing the cooperative's HR transformation goals
- Talent Management Lead (HealthCare)
- Description : Experienced consulting professional adept at implementing Oracle products independently, applying industry best practices. Delivers quality work, applying Oracle's methodology and company procedures.

Darwinbox, Malaysia • 03/2022 - 10/2022

Manager

- Assignment : Leading HCM Pre-sales/Functional Advisor for ASIAPAC
- Description : Led pre-sales efforts supporting Sales & Functionals across Asia Pacific. Was responsible for understanding organizational design, collecting requirements, developing functional specifications, coordinating modeling and solutioning, designing UI/UX, mapping data sources, and facilitating steering committee reviews.

Evosys Global (a Mastek company), Malaysia • 11/2020 - 03/2022

HCM Cloud Advisor II

- Assignment : Leading HCM Pre-sales/Functional Advisor for ASIAPAC
- Description : Led pre-sales efforts supporting Sales & Functionals across Asia Pacific. Was responsible for understanding organizational design , collecting requirements , developing functional specifications , coordinating modeling and solutioning , designing UI/UX , mapping data sources , and facilitating steering committee reviews. 8. Oracle HCM Cloud Advisor II at Evosys Global a Mastek Company

Ramco Systems Sdn. Bhd., Malaysia • 01/2020 - 10/2020

Payroll & HRIS Business Consultant

- Assignment : Working on HCM/Payroll/Time & Attendance software implementations for Malaysia and other SEA countries
- Description : Interfaced with clients to understand requirements. Managed data collection and provided training on Ramco formats. Documented business processes, performed system configuration, data migration, and rollout. Executed tests for accuracy and quality, provided key user training, and ensured milestone sign-off.

Oracle Corporation Sdn. Bhd., Malaysia • 07/2017 - 12/2019

Hcm Senior Consultant

- Assignment : HCM Cloud Implementation Consultant for Asia Pacific
- Description : Led Oracle HCM Cloud Fusion consulting services, guiding clients through implementation.
- Identified business requirements, conducted design workshops, and led migration to Production for configurations, integrations, and extensions.

Astro Malaysia Holdings Bhd, Malaysia • 06/2016 - 02/2017

Senior HCM System Analyst & Change Management Lead

- Assignment : ASTRO HCMS Project Implementation for 5000 Employees
- Description : Led Change Management and served as Workday Training Coordinator and Knowledgebase

Emerio Sdn. Bhd., Malaysia • 02/2015 - 02/2016

Project Implementation Consultant

- Assignment : Empire HCM Project Implementation for clients across ASIAPAC
- Description : Managed client relationships, used structured implementation methodology, and tracked issues effectively. Collaborated with project teams and maintained relationships with third parties/vendors, ensuring comprehensive project documentation.

Emerio Corporation, Philippines • 12/2014 - 02/2015

Taleo Analyst And Developer

- Assignment : Empire HCM Project Implementation for clients across ASIAPAC
- Description : Managed client relationships , used structured implementation methodology , and tracked issues effectively. Collaborated with project teams and maintained relationships with third parties/vendors , ensuring comprehensive project documentation. 1. HRIS : TALEO Analyst and Developer at EMERIO Philippines

DBQuest Inc., Philippines • 11/2013 - 11/2014

Project Manager

- Assignment : SunFishHR Project Implementation Manager for Philippine clients ISLA LPG Corporation and Monark Caterpillar
- Description : Ensured client requirements, on-time, and on-budget project completion. Provided independent project management advice, organized professionals, conducted risk assessments, and maintained quality standards using the latest IT for tracking progress.

HRIS Implementation Consultant

- Assignment : SunFishHR Techno- Functional Consultant for Philippine clients
- Description : Served as an intermediate position within the HRIS structure. The primary focus of this position is the implementation, support and maintenance of the SunFishHR System - HRIS system.

Talent2 Allegis Group Of Company, Philippines • 04/2013 - 08/2013

HR Analytics & Reporting Administrator

- Assignment : Managed various HRIS accounts, including Lumesse TalentLink for Talent2 Malvern, Talent2 Philippines, AON Australia, and Philips. Additionally, I oversaw Payroll Plus with Crystal report for Unisys, Workday for Johnson & Johnson, and TALEO for American Express (Asia-Pac), ensuring efficient operations and alignment with company goals.
- Description : Contributed reporting expertise to the RMS team, creating KPI/Scorecards reports and streamlining processes. Designed new dashboards, championed process improvements, and ensured data accuracy in invoicing. Fostered collaborative partnerships with managers across APAC, Australia, and New Zealand, providing recruitment statistics to 7 HR managers and senior leaders.

Telus International Philippines • 07/2008 - 04/2013

HR Analyst (Supporting Telus Canada)

- Assignment : Talent Solutions HR Programs, Technology & Analytics, TELUS Canada
- Description : Designed and implemented technical project's in Talent Acquisition, including TALEO
- Reporting & Analytics and TALEO Integration TALEO to SAP . Administered bi-weekly surveys for new hires, managed job posting templates, and updated the internal knowledge base.

EDUCATION

Master Of Business Administration

University Of The West Of Scotland • 05/2022 - 07/2024

Bachelor Of Science In Computer Engineering

Ama University • 01/2004 - 12/2008

SKILLS & INTERESTS

HCM Systems & Consulting: HCM System Implementation, Strategic Consulting, Techno-Functional Configuration

Project Management & Tools: Agile Methodologies, Asana, Jira, MS Project, Project Management, Trello

HR Processes & Analytics: Change Management, Data Analysis, HR Analytics, ISO Standards Documentation, Reporting, System Analysis

Talent & Operational Management: Absence Management, BI Analytics, Compensation, Core HR, Onboarding, Payroll, Recruitment, Talent Management, Time & Attendance

Technical Proficiencies & Security: Helpdesk, Marketing Strategy Development, Security, System Personalizations, Wellness Solution

Interpersonal & Leadership Skills: Client Relationship Management, Cross-Functional Team Collaboration, Presales

Community Engagement: Active participation in volunteer work, supporting local initiatives

Creative and Digital Arts: Acrylic Painting, Digital Arts, Graphic Design

Travel and Cultural Exploration: Archaeological Tours, Culture Exploration, Food, Travel, World Heritage Sites

Musical Appreciation: Concert Attendance, Instrumental Practice, Music Appreciation

Growth & Development: Life Coaching, Mindfulness Practices, Personal Development Workshops

Business & Trends: Business Trends, Financial Literacy, Market Analysis, Startup Ecosystems

Psychology & Society: Behavioral Economics, Community Dynamics, Human Social Behavior, Social Psychology