


# Antonia Pavel

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## Summary

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From Monday to Friday, I'm an HRIS Analyst and technical problem solver, keeping HR systems reliable and turning business requirements into concrete, scalable technical actions. I operate at the intersection of data, systems, and people, fixing what breaks and optimizing what can work better. Outside of work, I recharge by reading, traveling, and staying active, currently training for a half marathon, which means I have stamina for both long runs and long problem solving sessions. I enjoy building things that last, whether it's robust system logic or the endurance to cross the finish line.

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## Experience

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**Analyst, Systems and Automation (HRIS)** SES Satellites, Luxembourg | Jun 2022 - Present

- **Intelsat integration:** Supported end to end integration of Intelsat employees into HR systems, ensuring SAP data migration, interface synchronization, and accurate employee master data across platforms. Developed validation scripts for employee data and org structure, enabling the new org structure to be implemented in under one day.
- **Large scale reorganizations:** Supported multiple reorganizations impacting 2,000+ employees by technically validating proposed org structures, implementing changes in HR systems (SAP ECC, SAP SuccessFactors), and coordinating with IT and Finance to ensure downstream readiness and data consistency.
- **Org chart automation (CLI):** Built a CLI tool that generates org charts, saving ~40 hours per quarter in standard operations and 50+ hours per major reorg. Implemented Python (pandas) data wrangling from Excel/CSV inputs, produced JSON payloads, and generated a static HTML output rendering org charts using D3.js.
- **Employee document migration to DMS:** Migrated 20,000+ employee documents for 1,500+ employees from shared drives and Docova into a DMS, resolving missing or incorrect metadata, mapping files to the approved taxonomy, improving mass upload process.
- **System operations:** Owned end to end HR systems operations, ensuring stability, data integrity, and smooth day to day performance across core HR platforms. Built reporting and analytics dashboards in Power BI to support HR and business decisions. Led configuration, upgrades, and process improvements by translating HR requirements into scalable technical implementations.
- **Automation:** Developed scripts to automate data cleaning, transformation, deduplication, validation, and integration pipelines, reducing manual processing time by hours per cycle and eliminating error-prone manual workflows.

**Corporate Services Transformation** KPMG, Madrid | Jan 2022 - Jun 2022

- Drove treasury process transformation for a global client, mapping and centralizing cash flow, risk management, forecasting, and financial reporting across Benelux.

- Led stakeholder interviews and workshops to capture business requirements, pain points, and regional variations, aligning teams on a single process vision.
- Delivered end to end process documentation (As Is, To Be), governance (RACI), controls considerations, and an implementation roadmap, reducing process fragmentation and enabling a single, scalable operating model.

**Research Assistant** EELISA European University, Remote from Finland | Sep 2021 - Nov 2021

- Built ya2ro. Given a YAML file with identifiers (DOIs, ORCIDs, code repository URLs) and basic description (summary, title) as input to the tool, ya2ro will collect existing metadata from external APIs and generate a Research Object.
- Provides both human readable HTML and machine readable JSON-LD outputs, aligned to Schema.org terms, enabling reuse and interoperability across tools.
- Packaged and published the tool as open source, with distribution and documentation via GitHub and PyPI for easy adoption by researchers.
- [Publication: "Ya2ro: A tool for creating Research Objects from minimum metadata" ↗](#)

**Software Engineer (Intern)** Vector ITC Group / Santander Bank, Madrid | Jun 2019 - Jul 2019

- Improved Banco Santander's mobile app by implementing a streamlined user menu and strengthening navigation flows for 5M+ users in Spain.
- Enhanced key modules in Kotlin (Android) and Swift (iOS), ensuring consistent cross platform behavior and better usability.
- Partnered with product, design, backend, and QA to deliver stable releases through clean implementation, testing, and bug fixing.

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## Education

**BSc Computer Engineering** Universidad Politécnica de Madrid, 2017 - 2022

- Focus: Algorithms, Data Structures, Discrete Mathematics, Advanced Algebra.
- Erasmus+, Aalto University, Finland.

**BSc Business Administration and Management** Universidad Politécnica de Madrid, 2017 - 2022

- Honors: Logistics, Macroeconomics, Strategy.
- Graduated in 4 years (vs. standard 5-year track).

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## Skills

- **Languages:** Spanish (Native), Romanian (Native), English (Professional)
- **HR Tech & Enterprise Systems:** SAP ECC, SAP SuccessFactors, ServiceNow, SharePoint, Document Management System (DMS), Microsoft Office
- **Data Analytics:** PowerBi, Pandas, NumPy, Seaborn, ETL, data wrangling,
- **Programming:** Python, Java, Kotlin, Swift, SQL, JavaScript, RESTful APIs, Git, GitHub
- **AI & Automation:** LLM Integration (OpenAI, Anthropic, context engineering)

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## Honors & Awards

- **National Business Contest – 1st Prize (Spain, 2017):**

- Business idea presented: ReLeaf Memorial Park, a sustainable memorialization concept combining eco burial and digital legacy experiences.
  - Proposed an eco friendly memorial park model centered on one tree per person burials, using recyclable materials to reduce environmental impact, and paired each site with a QR code linked to a secure digital memorial page featuring life stories, photos, and curated memories for families.
  - Developed a full business case including business model, market positioning, and go to market strategy, supported by a structured financial plan (unit economics, pricing logic, cost drivers, and investment assumptions).
  - **Hackathon (BEST/AXA, Spain, 2021) - 1st Prize:**
    - Built a full stack web application in a one-day hackathon for AXA to manage the healthcare provider network in Spain, covering end to end administration workflows.
    - Delivered core modules to register and manage Providers, Health Centers and Doctors, ensuring clean relationships and data consistency.
    - Implemented creation and maintenance of Medical Networks (Cuadros Médicos) to define service and subscription availability for clients, with full search, update, and delete capabilities for configurations.
    - Developed on a JHipster monolith stack using Java backend, MongoDB persistence, and a React frontend, enabling rapid delivery from data model to UI in a single day.
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## Publications

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- [Ya2ro: Creating Research Objects from Minimum Metadata \(2023, Demo Paper\)](#) ↗