

# Thibaut WADOWIAK

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32 years old, French Nationality

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## IT and business intelligence project manager

Business Intelligence and Variable Compensation Specialist, 9 years experience

### Education

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| 2015 | MICROSTRATEGY Certification v9.4.1: Microstrategy Certified Engineer Principal   |
| 2011 | Training on the variable compensation tool VARICENT, that became IBM Cognos SPM. |
| 2006 | Graduated from UNIVERSITÉ DE TECHNOLOGIE DE COMPIÈGNE (UTC) (60, France)         |

### Expertise

- **Project management:** Requirements and workload analysis, Tender writing, Planning, Team management, Budgetary follow up
- **BI projects methodology:** Business requirements gathering and analysis, Functional and technical specification, Data modelling, Data reports and ETL design, Test scripts and strategy
- **Variable compensation projects methodology:** Scoping and requirements analysis, Specifications, Compensation plans design and implementation, Testing strategy

### Technologies

- **RDBMS:** MS SQL Server 2008, DB2, Oracle 11g
- **Languages:** SQL, Transact SQL, Java, Bash, XSLT, Python, R
- **ETL:** SSIS 2008, Oracle Data Integrator v8, Talend v5.5
- **Reporting / Analytics:** Cognos C8, SSRS 2008, Microstrategy v9.4
- **Variable Compensation:** Beqom (ex Excentive) v5.6, Varicent v7
- **Tools:** Sybase Power AMC
- **Operating Systems:** Windows, Linux (Debian)

### Work Experience

KEYRUS, Software services, Business Intelligence specialist (2000 employees), Paris

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| <b>2015</b><br>(since<br>January) | <b>Project manager, SAINT-GOBAIN</b><br>Migration of the reporting system for the Company Savings Plan on Microstrategy v9.4, Talend v5.5 and Oracle 11g technologies. <ul style="list-style-type: none"><li>• Scoping, retro-engineering, workload estimate</li><li>• Project planning and budget setup and follow-up</li><li>• Database modeling</li><li>• Design, implementation, tests (data loading, Microstrategy schema and reports, batch email delivery of reports)</li><li>• BI expertise: Initialization of technical and methodological good practices</li></ul>                            |
| <b>(6 months)</b>                 | Setup of an electronic document management system for the WCM department, under OpentText Livelink v10 <ul style="list-style-type: none"><li>• Coordination of resources and stakeholders in a cross-functional project, especially between business and technical resources</li><li>• Planning, budget, activities and risks follow up</li><li>• Gap analysis, researched and proposed solutions to meet business requirements and technical constraints</li><li>• Organisation of user acceptance tests and deployment</li><li>• Writing of acceptance test plan and training documentation</li></ul> |
| <b>2015</b><br>(8 months)         | <b>Senior consultant, IPSEN</b><br>Migration of the corporate reporting from SAP Business Objects to Microstrategy v9.3 - 5 functional areas, 70 reports <ul style="list-style-type: none"><li>• Setup of project methodology and migration process</li><li>• Coordination with our spanish team, in charge of a portion of the scope</li><li>• Took part in analysis, development and test</li></ul>   |

MICROPOLE, Software services, Business Intelligence specialist (1200 employees), Paris

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| <b>2013 - 2014</b><br>(16 months) | <b>Project Manager, RICOH FRANCE</b><br>Specifications and build of the new application for sales force compensation plans management. Use of the Beqom variable compensation solution. 400 man-days project, team of 5 persons. Double role of project manager and business consultant. <ul style="list-style-type: none"><li>• Follow-up on schedule and budget, team lead, relationships with the client</li><li>• Requirements analysis, specifications, participation in design choices</li></ul> |
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- 2012 (7 months)** **Business consultant, investment banks**  
 Compensation management applications projects for large investment banks: salary review, deferred bonus, travel bonus, stock options, free share allocation, accounting provisions calculation
- Scoping and feasibility study
  - Business requirements analysis, functional specification
  - Database design, Beqom solution customization design and ETL design
- 2012 (4 months)** **ETL architect, FFSA (FRENCH FEDERATION OF INSURANCE COMPANIES)**  
 Replacement of data loading, storing and visualization tools for accounting databases (balance sheet, P&L account, cash flow) and social databases (HR policy)
- Defined development norms and methodology, provided workload estimates and planning
  - Wrote specifications, designed database and ETL tiers, steered ETL implementation
- 2011 (12 months)** **Business consultant, UTC FIRE AND SECURITY FRANCE**  
 Support for the software vendor Varicent and its client during qualification tests of the new variable compensation and sales performance management solution
- Prepared and executed test scenarios, provided support to the QA team
  - Performed gap analysis, advised for improvements, designed and implemented parts of the solution
- 2009 - 2010 (15 months)** **Senior analyst, GALERIES LAFAYETTE**  
 Implementation of the application that manages sales quotas and variable compensation
- Gathered business requirements: conducted interviews and wrote functional specifications.
  - Lead the development team: designed the solution, coordinated the 4-person team.
- 2006 - 2009 (3 1/2 years)** **Business Intelligence consultant, GROUPAMA PARIS VAL DE LOIRE, GIE AGIRC-ARRCO, FACTOCIC.**  
 Design, development and maintenance of business intelligence applications: ETL type data loading, analysis and reporting applications.
- Use of Microsoft BI and Cognos C8 technologies.
  - Fixed price or time and material projects. Developed a culture of engagement
  - Acquired methodologies and best practices in BI implementation in order to guarantee requirements satisfaction, performance, quality and deadlines.

**SOCIÉTÉ GÉNÉRALE CORPORATE AND INVESTMENT BANK, Paris**

- 2004 - 2005 (6 months)** **Internship, Analyst in the global credit portfolio management department**  
 Developed new modules for the credit portfolio web application
- Implemented a graphical ratings visualization module based on the JFreeChart library
  - Data loading module from an XML flow (XSLT, DOM and SAX apis)