

# ANNA GANYCH

## Operations Manager with expertise in Data Analytics & HR Systems

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### EXPERIENCE

#### Operations Manager with HR system and automation expertise

##### The Big Idea

01/2023   Dublin, Ireland

- Enhanced efficiency by developing systems and integrations, minimizing manual tasks, and enabling scalable program delivery
- These improvements reduced manual processing time and ensured scalability in program delivery
- Successfully integrated the Monday.com system, increased customer engagement, and implemented Zendesk, reducing query resolution time by 31% for over 3,000 users
- Data-Driven Decision-Making and Strategic Impact: Developed advanced analytical models for workforce planning and reporting, leading to improved profitability and a reduction in employee turnover
- Conducted strategic data analysis and forecasting, achieving up to 15% annual cost savings per project

#### HR Data Analyst with Systems Management Responsibilities

##### Virtu Financial

01/2022 - 01/2023   Dublin, Ireland

- Global financial firm specialising in market-making and execution services (contract)
- Streamlined Recruitment Processes: Conducted high-volume IT recruitment, completing 200 interviews in 3 months and filling 85% of vacancies within the deadline
- Optimised hiring by integrating Greenhouse, improving time-to-hire by 40%
- Improved HR Operations and Analytics: Integrated HRIS systems with analytics platforms for advanced reporting, supporting data-driven HR strategies and enhancing operational efficiency
- Enhanced Employee Retention: Used Excel and Workday CRM for data management and forecasting
- Conducted analysis and implemented retention strategies, reducing employee turnover by 14%

#### Senior Manager

##### ANGA Travel

01/2011 - 01/2022   Kyiv, Ukraine

- Leading travel company with 50,000+ clients and 300+ travel agents
- Developed and implemented analytical tools for workforce planning, performance management, and financial reporting, reducing turnover to 68% and improving profitability by 21%-35% annually
- Managing projects involving the integration of CRM systems with other business platforms (e.g., HR system, Terrasoft, IP telephone, website), increasing process efficiency and ensuring seamless data flow across the organisation
- Collaborated with various departments (e.g., sales, marketing, finance) to implement new HR technologies and initiatives, improving employee engagement and productivity

### SUMMARY

A results-driven Senior HR Systems Manager with 15+ years of experience in strategic and operational HR, skilled in transforming HR systems using Greenhouse, Workday, and SAP. Proven expertise in Employment Law Compliance, Cooperation with Government Agencies, and Employee Relations Management. I develop innovative HR solutions that achieve business goals, automate processes, and boost productivity. Strong analytical skills for process optimization, with expertise in system integration, database configuration, and BI tools. Managed HR teams of up to 18 people, focusing on task distribution, motivation, and recruitment strategies. English - Advanced. Builds environments for HR function growth through analytical and project management capabilities. **Driver's License:** 18+ years of safe, reliable driving experience. Owns a vehicle.

### CERTIFICATION

EQF level 7

### TRAINING / COURSES

#### HR Business Coach Certification, Coaching UP

Coaching UP

### LANGUAGES

English  
Proficient



Russian  
Native



Ukrainian  
Native



## EXPERIENCE

### Country HR Director

#### Rautaruukki Corporation

01/2007 - 01/2011    Ukraine

- Leading provider of metal-based components and systems with over 10,000 employees worldwide
- Established the HR system (SAP) from scratch for two production plants, supporting over 500 employees, and ensuring compliance with all relevant regulations
- Managed HR processes, including recruitment, training, performance management, compensation, and employee relations
- Reduced turnover to 27%, below the industry average (30-50%)
- Recruited talent for 5 C-level positions, strengthening the company's structure and contributing to strategic goals for 15+ years
- Collaborated with the HRD and departments to implement new HR technologies, including an e-learning and performance monitoring system, which increased employee engagement and productivity by 16%

## EDUCATION

### IBR Global MBA

#### Albstadt-Sigmaringen University

03/2025    Germany

### Master's Degree

#### The Taras Shevchenko National University of Kyiv

01/2003 - 01/2009    Ukraine

- Level 7) in Civil and Land Law

### Master's Degree

#### National Pedagogical Dragomanov University

01/1995 - 01/2000    Ukraine

- (EQF Level 7) in History and Law

### Data Analysis

#### GOIT (a leading online school for IT professions in Europe)

01/2024 - 12/2024    Europe

- (a leading online school for IT professions in Europe)

### Data Analysis

#### Hillel IT School

2024    Ukraine

- Data Analysis (Pro), Hillel IT School (one of the largest IT schools in Ukraine)

### Advanced Excel

#### Ucd

01/2023 - 12/2023    Dublin

- (Ireland's largest university, ranked globally)

## SKILLS

### Advanced Excel

### Configuration

### CRM

### E-learning

### ERP

### Power BI

### Workday

### Payroll

### IAP

### Financial Reporting

### HRIS

### Monday.com

### Performance Monitoring

### SAP

### SQL

### Synergy

### System Integration

### Tableau

### Zendesk

## VOLUNTEERING

### Volunteer

#### Youth Advocate Programs

02/2024

As a YAP Ireland Advocate, I support young people and their families by building positive relationships, creating tailored plans, and connecting them with community resources to achieve their goals and enhance well-being.