



NICOLA CASARIN

 [linkedin.com/in/casarin-nicola](https://www.linkedin.com/in/casarin-nicola)  github.com/Nico-Casarin

Experience

Prysmian

May 2022 – Present

Global HRIS Analyst

Jan 2024 – Present; Milan, Italy

- I manage the Workday HRIS platform for a global organization with 30,000+ employees across 50+ countries, covering North America, Europe, MEAT, LATAM, and APAC.
- Managed demand and delivery of business process change of the company's "Simplification" initiative, aimed at reworking and streamlining business processes within Workday. My role involves gathering business requirements, working with stakeholders to understand their needs, and coordinating with the technical implementation teams to ensure these changes are delivered effectively. I act as the key point of contact, ensuring that new processes meet the company's evolving needs and are implemented smoothly.
- Maintaining and updating the system - Workday HRIS. Development of custom solutions, implementation of new business processes, user support training. Responsible for the Data Security and Data Integrity of the HRIS, in collaboration with IT and Cybersec Depts.
- Working closely with global HR, IT, Payroll, and Cybersecurity departments to integrate Workday with other enterprise systems, ensuring system reliability, scalability, and alignment with overall business goals.
- Providing user support and training to HR teams globally, ensuring effective use of Workday functionalities and handling system-related queries.
- Workday Modules: Core, Advance Analytics, Talent Management, Recruitment, Learning, PRISM.

HRIS Consultant [Contingent Worker]

Nov 2022 – Dec 2023; Milan, Italy

- Provided strategic HRIS consulting and advisory services for global operations, implementing Workday HRIS solutions across 50+ countries and 30,000+ employees.
- Delivered expert guidance on custom solution development, system optimization, and the implementation of global business processes.
- Advised and administered Workday Modules: Core, Advanced Analytics, Talent Management, Recruitment, Learning, and PRISM.

HR Digital Learning Intern

May 2022 – Nov 2022; Milan, Italy

- Workday Learning module - Assisted learning reporting for sustainability report of the company.
- Reporting on Workday. Developed a pipeline to analyze. Custom processes and creative solutions to achieve the stakeholders need on Workday LMS

Technical Skills

Languages: R, Python, L^AT_EX, MVEL (basic)

Developer Tools: VS Code, R Studio, Workday Studio

Technologies/Frameworks: Linux, Workday BPF, Workday PRISM, Github

Education

Universtà degli Studi di Milano

Sep 2017 – Dec 2021

Laurea in History - Grade 110/110 cum Laude [6 EQF]

Milan, Italy

- Bachelor's thesis: «Discriminare non significa perseguitare». Il censimento degli Ebrei del 1938. [«Discrimination does not mean persecuting». The Jewish census of 1938]
- Strong knowledge of history and historiography, specializing in contemporary history. Skilled in critical thinking and in-depth analysis of historical contexts, with the ability to synthesize large volumes of information and extract meaningful insights.

High School - I.I.S. "L. Cobianchi"

Sep 2013 – June 2016

Diploma in Environmental Chemistry - Grade 80/100 [4 EQF]

Verbania, Italy

Leadership / Extracurricular

Training Seminar

Autumn 2019

Mémorial de la Shoah

Milan, Italy

- "Comparing the Holocaust: the genocide and mass atrocities in the XXth century"