Nicola Casarin

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Professional Experience

Global HRIS Analyst
Prysmian

Jan 2024 – Present
Milano, Italy

- Managed 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 for a company-wide transformation initiative in Workday, focused on rethinking and redesigning business processes to align with the organization's evolving structure. Gathered requirements, collaborated with stakeholders, and coordinated technical teams to ensure seamless implementation
- Designed data pipelines using PRISM ETL to fulfill internal stakeholders' demands and needs. Key projects included monthly signon analysis, intercompany expat recharge flow, LTI plan accrual system, external/internal learning data consolidation flow
- Developed custom in-house integrations and implemented third-party professional solutions leveraging advanced integration tools and API frameworks (WWS), enabling seamless communication and enhanced functionality across HRIS platforms and other enterprise systems
- 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
- Workday Modules: Advance Analytics, PRISM, Integration, Talent Management, Recruiting

HRIS Consultant
Prysmian [Contingent Worker]

Nov 2022 – Dec 2023
Milano, 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
Prysmian

May 2022 – Nov 2022
Milano, Italy

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

Technical Skills

Programming Languages: R (Advanced), Python (Intermediate), MVEL (basic)
Markup & Documentation: LaTeX, HTML
Developer Tools: VS Code, R Studio, Workday Studio, Insomnia
Technologies & Frameworks: Workday BPF, Workday PRISM, GitHub

Languages

English: Fluent
Italian: Native

Academic Background

Laurea in History - Grade 110/110 cum Laude [6 EQF]
Università degli Studi di Milano

2017 – 2021
Milano, 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

Diploma in Environmental Chemistry - Grade 80/100 [4 EQF]
High School - I.I.S. "L. Cobianchi"

2013 – 2016
Verbania, Italy