



Top Voice  
2024

Top Consulting Voice

I have guided organisations in achieving remarkable transformations, inspiring growth and progress at every step. My experience at Deloitte and EY has cultivated my skills in growth and adaptability.

In 2012, I was honoured to receive the IBS TOP 15+ Academic Merit Award, which recognised my efforts in the field. I am also the author of the [HR Innovation HUB](#), a LinkedIn newsletter that I publish monthly on topics such as HR Tech, Change, Leadership, and Generative AI for HR, and it has garnered over 1,300 industry subscribers.

Additionally, I founded and developed the [Share2Inspire](#) community, which serves as a professional catalyst for growth and collaboration. This month, I will publish my first book entitled "[Change Management: Drive Organisational Transformation](#)" (PT).



Native



Upper  
Intermediare  
B2.2



Básico  
A2



[linkedin.com/in/samuelrolo](https://www.linkedin.com/in/samuelrolo)

**SHARE2INSPIRE**

<https://share2inspire.pt>



[samuelrolo/samuelrolo.io](https://github.com/samuelrolo/samuelrolo.io)

**samuelrolo@gmail.com**

(+351) 961 925 050

Mafra, Lisboa, Portugal

# SAMUEL ROLO GONÇALVES

## Currently

From 01/2025

**BNP PARIBAS - CIB**

**HR Transformation Team Leader**

Driving HR Transformation by leading digitalisation initiatives, optimising processes, and implementing change management strategies to enhance efficiency, employee experience, and organisational adaptability.

#HRTransformation #FutureOfWork #OrganizationTransformation #HRTech #Change

## PROFESSIONAL EXPERIENCE

**DELOITTE – Senior Manager and Manager**

09/2016 – 12/2024

Led the PT Human Capital Team in project delivery and management of commercial aspects, including the implementation of HRIS, design of HR policies and processes, and change management. Represented Deloitte PT at the EMEA level for the Future of Work and Change.

**DELOITTE - Senior Consultant**

08/2015 - 09/2016

Focus on organizational design, HR process surveys, and HRIS support, while developing specialization in the financial sector.

**EY – Senior Consultant**

01/2015 - 08/2015

Managed an HR transformation project in the retail sector, which involved designing the organization, surveying processes, and defining technical requirements for the future HR ERP across all geographies.

**DELOITTE – Analyst and Consultant**

09/2012 - 12/2014

Consulting projects delivered for telecommunications and retail organizations, including the animation of performance and potential assessments, process surveys and design, and training path definitions.

## EDUCATION

**Nova School of Business and Economics**

01/2023

**Executive Programme**

Executive programme dedicated to advanced negotiation skills development.

**ISCTE – Instituto Universitário de Lisboa**

09/2009

**Degree in Human Resource Management**

06/2012

Awards: TOP IBS 15+ ("Dean's List")

Final Grade: 16

## AREAS OF EXPERTISE

**Future of Work**



**Org. Design and HR Processes**



**Change and Org. Transformation**



**RH Technologies (SAP SF, SN HR)**



## RELEVANT TRAINING

> **Career Essentials in Generative AI** (Microsoft and LinkedIn)  
Certificate

12/2023

> **Professional Scrum Master™ I (PSM I)**  
Certificate

04/2022