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C&B and HR Management Automation

Industry	Telecom	Client	Sky Link (Rostelecom)
Role	Business Analyst, Project Manager		
Key Result	Introduced a single payroll and motivation system across all branches, integrated with the budgeting system. Launched HR system for 50+ users.		

Situation	Task	Action	Result
The company had grown through mergers and acquisitions and was composed of multiple branches and legal entities. There was no unified payroll or motivation system across the organisation.	The company had grown through mergers and acquisitions and was composed of multiple branches and legal entities. There was no unified payroll or motivation system across the organisation.	I collected requirements, managed timelines and quality, coordinated meetings and project activities, and ensured proper handover of the project to the business owner. I also oversaw integration with the budgeting system (Project #1).	A clear and unified payroll and motivation system was implemented across all branches. The project introduced a new reporting system and integrated payroll with the company's budgeting solution (BARS).