Industry	Oil & Gas	Client	Vertically Integrated Oil and Gas Company
Role	Lead Business Analyst		
Key Result	The organization received a ready-to-implement target process description and AI agent requirements, prepared for the deployment of a new AI-automated process.		

Situation	Task	Action	Result
The client, a vertically integrated oil and gas company, aimed to significantly overhaul and optimize their existing process for planning and calculating fixed and variable remuneration. The current process was likely inefficient, time-consuming, prone to errors, and carried human-factor risks, including potential for corruption in bonus and incentive payouts.	In my role as Lead Business Analyst, my primary task was to redesign the remuneration planning and calculation process, transforming it into an optimized, target-state model. A critical aspect of this task was to identify and design specific process segments that could be enhanced or automated using Artificial Intelligence (AI) technologies. My role also encompassed organizing team efforts, selecting the appropriate methodology, facilitating all necessary workshops, and producing all required project documentation. A key metric was a projected tenfold reduction in process time (from 11 weeks to 1-2 weeks).	**Analysis and Requirements Gathering:** I researched best practices and held meetings with stakeholders to understand their current problems and expectations. **Concept and Architecture Development:** I developed a comprehensive concept for the new process and its target architecture, with an initial focus on the potential for AI application. **AI Agent Specification:** For each part of the process where AI could be used, I created detailed specifications for the corresponding AI agents. **Documentation Preparation:** I prepared a complete package of documents, including a description of the target process and the AI agent requirements.	**Ready-to-Implement Solution Created:** The organization received a detailed, agreed-upon description of the target process and specifications for AI agents, ready for implementation. **Significant Business Impact:** The project laid the foundation for achieving substantial benefits, such as **reducing the process time by up to tenfold** (from 11 weeks to 1-2 weeks) and **minimizing errors**. This also helped to **mitigate corruption risks** through automation. **Increased Transparency and Efficiency:** The new system provided greater transparency and efficiency in the remuneration process.