


# Antonia Pavel

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## Summary

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HRIS Analyst with hands-on expertise in systems, automation, and analytics at SES. I analyze requirements, locate optimal data sources across systems, and design streamlined extraction approaches. I build Power BI dashboards and reports, develop Python scripts to automate data cleaning and integration, and continuously optimize solutions by simplifying workflows and maximizing resource efficiency. I thrive at turning business needs into technical execution and scaling processes that free up team capacity.

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## Experience

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**Analyst, Systems and Automation (HRIS)** SES Satellites, Luxembourg | Jun 2022 - Present

- Led end-to-end integration of Intelsat employees into corporate HR and IT systems following acquisition, ensuring seamless SAP data migration, interface synchronization, and accurate employee master data across all platforms.
- Coordinated IT and reorg initiatives impacting 2,000+ employees by integrating HR workflows across SAP and SuccessFactors.
- Developed org chart visualization tool, saving ~40 hours per quarter in standard operations and 50+ hours per major reorg, while ensuring audit/policy compliance.
- Engineered Python scripts to automate data cleaning, transformation, deduplication, validation, and integration pipelines, reducing manual processing time by hours per cycle and eliminating error-prone manual workflows.
- Designed and implemented ETLs and PowerBI dashboards, enhancing HR data reporting.
- Supported implementation and troubleshooting of HRIS, maintaining >99% uptime through rapid cross-team collaboration.

**Corporate Services Transformation** KPMG, Madrid | Jan 2022 - Jun 2022

- Led analytics-backed operating model reviews for Corporate Services, producing executive-ready reports and benchmarks that informed transformation roadmaps.
- Mapped end-to-end treasury processes, quantified waste and cycle times, and designed streamlined, centralized workflows reducing redundant activities by ~15%.
- Partnered with client Finance and IT stakeholders to align metrics, governance, and data requirements, accelerating adoption and measurable outcomes.

**Research Assistant** EELISA European University, Remote | Sep 2021 - Nov 2021

- Built "ya2ro", an open-source automation tool that converts minimal metadata into fully packaged Research Objects, substantially reducing manual curation.
- Implemented Python-based pipelines and API integrations (DOI, ORCID) to standardize data quality and traceability; published and presented outcomes adopted by research teams.

- Co-authored a peer-reviewed demo paper; communicated complex technical concepts succinctly to non-technical audiences.
- [Publication: "Ya2ro: A tool for creating Research Objects from minimum metadata" ↗](#)

**Software Engineer (Intern)** Vector ITC Group / Santander Bank, Madrid | Jun 2019 - Jul 2019

- Improved Santander Bank's mobile app by implementing a streamlined user menu and enhancing key modules in Kotlin/Swift, supporting improved navigation for over 5 million users in Spain.
- Delivered features within tight deadlines as part of an Agile team; participated in Scrum ceremonies and CI/CD workflows.

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## Education

**BSc Computer Engineering** Universidad Politécnica de Madrid, 2017 - 2022

- Focus: Algorithms, Data Structures, Discrete Mathematics, Advanced Algebra.
- Erasmus+, Aalto University, Finland.

**BSc Business Administration and Management** Universidad Politécnica de Madrid, 2017 - 2022

- Honors: Logistics, Macroeconomics, Strategy.
- Graduated in 4 years (vs. standard 5-year track).

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## Skills

- **Languages:** Spanish (Native), Romanian (Native), English (Professional)
- **Data/Visualization:** PowerBi, Python (Pandas, NumPy, Seaborn), ETL
- **Software/Tools:** SAP SuccessFactors, ServiceNow, SharePoint, Jira, Microsoft Office
- **Programming:** Python, Kotlin, Swift, SQL, HTML, CSS, JavaScript, RESTful APIs
- **DevOps/Methodologies:** Agile (Scrum), Git, GitHub

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## Honors & Awards

- **National Business Contest – 1st Prize (Spain, 2017):** Developed and pitched a business model with full financial and market strategy.
- **Hackathon (BEST/AXA, Spain, 2021) – 1st Prize:** Led team to build a full-stack solution addressing a real-world business case for AXA.

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## Publications

- [Ya2ro: Creating Research Objects from Minimum Metadata \(2023, Demo Paper\) ↗](#)