

Wilfrid Dusseaux

Senior Certified SAP Successfactors & SIRH Consultant - AMOA MOE

Employee Central | Time Management (Time Off, TimeSheet, Time Tracking) | ONB 2.0 | People Analytics | SAP HCM Payroll for SAP S/4HANA

46 years old
- Driving License
- Switzerland

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As a Senior certified SAP SuccessFactors consultant and HRIS / Payroll expert, I support Swiss, French and international organizations in their HR digital transformation, from design through go-live. I bring a strong business (AMOA) and technical (MOE) background, combining deep HR process expertise (personnel administration, time management, onboarding, reporting) with proven ability to configure, integrate, and secure HR solutions.

On SAP SuccessFactors, I work on Employee Central, Time Management (Time Off / TimeSheet / Time Tracking), Onboarding 2.0, Document Management, and People Analytics, with a results-driven approach focused on process standardization, data quality and reliability, data migration, roles and permissions management, test execution, and change management.

In parallel, I have solid expertise in SAP HCM Payroll for SAP S/4HANA (ECP), ensuring continuity between cloud Core HR and payroll requirements (rules, interfaces, compliance, operations). My added value lies in my ability to translate business needs into robust solutions, while securing quality, timelines, and user adoption.

EXPERIENCES

CEO & FOUNDER of The HR & Payroll Cloud, integrated & Agile for SMEs

ILLIZEO - Since 2020 - Nyon - Switzerland

- Illizeo is the company specializing in human resources & supports you with all the HR needs of your business
- SAP Successfactors Specialist EC certified, Time Off & ONB2.0
- HR Consulting
- Time Management
- Salary management
- Talent Management
- ONB
- Expense Management
- Document Management
- Benefits
- Creator of Illizeo the HR & Payroll Cloud, integrated & Agile for SMEs
- SAP HCM & Payroll for SAP S/4HANA
- Payroll Implementation
- Management of interfaces between different tools
- User training

Certified SAP Successfactors Consultant

HR-PATH - GAIUS - September 2021 to April 2022

- I work for Swiss and international clients
- Successfactors EC, TimeOff, ONB 2.0, Document Management
- Company : All4Labels, Kruss, Brugg Pipes, Viu, AppWay, Pfeiffer Vaccum, Busch, TOA

Certified SAP Successfactors Consultant

sdworx - December 2019 to August 2021

- I work for Swiss and international clients
- Successfactors EC, TimeOff, ONB 2.0 & Document Management
- Managing Roles, Groups and Permissions

SKILLS

SAP Skills

- Employee Central
- Time Management (TimeOff & TimeSheet)
- ONB 2.0
- People Analytics
- SAP HCM Payroll for SAP S/4HANA - ECP
- Data Migration
- Benefits

General skills

- Strong understanding of how business processes work and integrate and translate into SF functional requirements
- Ability to design and drive changes for HR business process re-engineering and organisational change
- Strong communication skills both written and verbal
- Strong analytical and problem solving skills
- Strong client service mind-set with good project management skills

Others Competencies

- Horoquartz
- OpenText
- Pack Office (+Visio)
- Illizeo Cloud Solutions
- ADP

LANGUAGES

French ★★★★★
Native language

- Consistent and ongoing interaction with client subject matter experts
- Configuration of SF application & Data Migration
- Facilitate testing and deployment activities
- Managing project scope and client's expectation
- Resolve day-to-day project issues
- Management of RFPs and stakeholder engagement
- Company : SIG, Nyrstar, John Cockerill, Havea

Certified SAP Successfactors Consultant

Arago Consulting - February 2018 to December 2019

- I worked on setting up a fifty of countries including different legal entities
- Managing Roles, Groups and Permissions
- Data Migration
- Gathering and analyse business needs and requirements
- Build consensus around business processes and design
- Communication of SF capabilities
- Consistent and ongoing interaction with client subject matter experts
- Configuration of SF application
- Facilitate testing and deployment activities
- Managing project scope and client's expectation
- Resolve day-to-day project issues
- Management of RFPs and stakeholder engagement
- Company : XPO, Givaudan, ICRC, TL, TPG, SIG
- Payroll, Swissdec, ONB & Time Management Expert
- Digitalization expert

HRIS, Payroll and socials Insurances Specialist

Transports de la région MBC - March 2016 to December 2017 - Full-time - Morges - Switzerland

- Implementation of HRIS Payroll and time management - Project duration: 1 year
  I worked with the editor on the implementation of the erp
- Managing Roles, Groups and Permissions
- Data Migration to the new HRIS & Payroll System

HRIS, Payroll & ADP Manager

Bbraun Medical Sas - May 2015 to January 2016 - Full-time - BOULOGNE BILLANCOURT - France

- Payroll and personnel administration for all of the company 5 sites, 1400 employees.
- Deployment of the new HRIS
  Payroll, ONB & Time Management project duration: 8 months
  I worked with the editor on the implementation of the erp
- Data Migration to the new HRIS & Payroll System ADP Decidium
- Managing Roles, Groups and Permissions

English
C1

Senior Payroll Specialist

Celgene - December 2014 to April 2015 - Temporary Work - Boudry - Switzerland

Responsible for accurate and timely processing of monthly payroll and social insurance for multiple country
Participate in the development and implementation of International payroll policies and procedures.
Payroll International : France - German - Spain - Portugal - Finland - Belgium - Denmark - UK - Norway

PAYROLL MANAGER INTERNATIONAL

ZARA - INDITEX - RETAIL - July 2014 to November 2014 - Fribourg - Switzerland

Responsible for accurate and timely processing of monthly payroll and social insurance for 1000 people - 25 stores - Managing a team of 3 people
Developing and implementing Process, Guides and Tools payroll
Evolution of payroll software

Payroll Manager

SFR - October 2013 to June 2014 - Temporary Work - Saint Denis - France

- Drive the evolution of practices payroll, HRIS processes and tools - Develop and optimize the HRIS process, guides and tools business and the corresponding HR Training
  Responsibility and Management of a team of seven managers payroll - 8 locations - 2000 Employees of the population / 10000 at Global - 5M payroll / 45M to Global - Multi-Context - complex agreements
- Managing Roles, Groups and Permissions

Founder

Bankable-Projects - May 2012 to September 2013 - Montévrain - France

I wrote and developed the web application solution by a web agency

HR - Payroll Manager - Transition Management

Sita - Suez Environnement - September 2011 to April 2012 - Temporary Work - La Défense - France

Responsible for accurate and timely processing of monthly payroll and social insurance for 3000 employees - 20 sites - Management and supervision of a team of nine people

HRIS, HR & Payroll Manager

Alain Afflelou - January 2010 to June 2011 - Full-time - Paris - France

- Responsible for the implementation of HRIS
  Project duration: 1 year
- Data Migration to the new HRIS & Payroll System

HRIS Project Manager

ITMLI - February 2008 to December 2009 - Full-time - Bondoufle - France

Deployment of the Time Management HRIS and the evolution of the payroll software
14,000 employees - 48 locations - 3 CCN - Harmonization of HR practices / PAYROLL Group
Project duration: 1 year
Implementation of the Time Management

CERTIFICATIONS



Getting Started with SAP HCM and HCM Payroll 2026
(View certification)



SAP Certified Application Associate - SAP SuccessFactors Employee Central 2019
(View certification)

EDUCATION

Swiss Certificate in Personnel Management Human Resources

CRQP
2017 to 2018

Master RH - Sup'RH

SCHOOL OF HUMAN RESOURCES
September 2005 to September 2006