

GABRIEL HUMBERT

HRIS Analyst - SAP SuccessFactors | Enterprise Systems | Software Engineering & Responsible AI

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Languages: English, Spanish & Portuguese (fluent)

PROFESSIONAL PROFILE

HRIS Analyst supporting SAP SuccessFactors across 16+ countries in EMEA, APAC and North America, combining hands-on platform experience with software engineering training and years of premium customer-facing work. Skilled in controlled configuration, Employee Central support, reporting, integrations, data quality, access governance, QAT/UAT and clear stakeholder communication. Backed by a 2:1 BSc (Hons) in Computer Science (Cybersecurity) and applied AI/ML project experience, with a career direction focused on dependable HRIS operations, SuccessFactors optimisation and continuous systems improvement.

KEY SKILLS

SAP & HRIS

SuccessFactors administration and support, Employee Central, Time Off, workflows, employee lifecycle and data management, data quality and auditing, Story Reporting and report governance, access and permission reviews, SuccessFactors Health Check support, HRIS documentation and process improvement

Stakeholders & Delivery

Discovery conversations, stakeholder management, business-to-technical translation, system walkthroughs for non-technical users, escalation handling, global cross-country coordination and multilingual support (EN / ES / PT)

Integrations & Testing

SuccessFactors to Active Directory testing, Microsoft Entra and Azure exposure, middleware awareness, joiner-mover-leaver, rehire, country-transfer and manager-change scenarios, negative and reconciliation testing, QAT/UAT documentation, data validation and defect tracking

Engineering, Data & AI

Java, Spring Boot, REST APIs, JPA/Hibernate, SQL, Python, React, Kotlin, JUnit 5, Mockito, TDD, Docker, Git, ML pipelines, TensorFlow Lite, secure coding and responsible AI

PROFESSIONAL EXPERIENCE

HRIS Analyst - SAP SuccessFactors

May 2026 - Present

FDM Group, Commercial Systems / HRIS Team | London, UK (global remit)

- Support SAP SuccessFactors across a global organisation operating in 16+ countries, working daily with employees, managers, People Teams, payroll stakeholders and external SAP consultants.
- Lead discovery-style conversations with HR and payroll stakeholders to understand the underlying business-process issue before proposing a system fix, then explain the solution in business terms.
- Act as a first point of contact for SuccessFactors issues involving access, data corrections, Time Off and workflows, guiding non-technical users through the system.
- Coordinated a multi-country emergency-contact data-correction exercise across several People Teams, strengthening global data integrity.
- Support SuccessFactors Health Check reviews across Employee Central, Time Off, workflows, business rules, permissions and scheduled jobs, and assist with remediation of findings.
- Produce structured QAT/UAT documentation for SuccessFactors to Active Directory integration testing involving Microsoft Entra, Azure and middleware.
- Contribute to permission reviews, role-review support and report governance across the global landscape.

Software Engineering Consultant

Dec 2025 - Mar 2026

FDM Group | London, UK

- Completed intensive software engineering training in Java backend development, enterprise application design, APIs, databases, testing and Agile delivery.
- Built RESTful APIs with Spring Boot, SQL and JPA/Hibernate, with automated JUnit 5 and Mockito tests following TDD; used Postman, Swagger, Docker and Git throughout.

Concierge Assistant

Sep 2022 - Dec 2025

Hilton, The Trafalgar St. James (five-star) | London, UK

- Front-line point of contact for high-profile guests: understood individual needs, proposed tailored options and owned requests through to resolution.
- Handled competing priorities and escalations calmly while maintaining strict confidentiality and completing a Computer Science degree in parallel.
- Developed the listening, questioning and relationship-building skills now applied to global stakeholder support in HR technology.

Hospital Logistics Support

Mar 2020 - Sep 2022

NHS - St Bartholomew's Hospital | London, UK

- Supported critical hospital logistics through the COVID-19 period in a highly regulated environment, building reliability, discipline and structured process awareness.

Restaurant Manager

Jan 2018 - Mar 2020

Souvlaki, Soho | London, UK

- Managed daily operations and staff in a high-volume central-London restaurant: team leadership, workload coordination, service delivery and conflict resolution.

EDUCATION

BSc (Hons) Computer Science - Cybersecurity Pathway, 2:1

Sep 2021 - Jun 2025

University of Greenwich | London, UK

- Software engineering, data structures and algorithms, databases, networking, cybersecurity, AI and machine learning.
- Final-year project - Android Malware Detection: hybrid network-traffic classification across Random Forest, AdaBoost, LightGBM, CNN and LSTM models, with a Python analysis GUI and Kotlin Android app using TensorFlow Lite for on-device detection.

SELECTED PROJECTS - [GITHUB.COM/GABRIELHUMBERTDEV](https://github.com/GABRIELHUMBERTDEV)

- CodeCVI Agent: AI-assisted CV and job-application platform with matching, tailoring, document generation, analytics and GDPR workflows (FastAPI, React, TypeScript, PostgreSQL, Redis, Docker, Ollama).
- Android Malware Detection Toolkit: malware classification from datasets, PCAP files and live Android network traffic (Python, LightGBM, Scapy, PyShark).
- Employee Management System: employee, department, job-history, salary and reporting workflows across an 11-table relational SQL model.

EARNED CREDENTIALS AND CONTINUING DEVELOPMENT

Earned: Tech Industry Gold - Software Development Foundation | Pipplet Language Proficiency Certificate

In progress: CompTIA Network+ | CompTIA Security+ | Google Data Analytics | Microsoft Azure AI Engineer Associate

Languages: English (fluent) | Spanish (fluent) | Portuguese (fluent) | Italian (intermediate)