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WORKDAY PRODUCT OWNER

HCM | Time Tracking | Absence | Payroll & Integrations

Professional Summary

Workday Product Owner and hands-on specialist with experience since 2021 in international HR systems. I combine project ownership and vendor governance with configuration, support and implementation across HCM, Time Tracking, Absence and integrations. My work includes payroll transitions, security, reporting and practical HR automation.

Core Expertise

Workday: HCM, Time Tracking, Absence, Payroll, Recruiting and Compensation

System delivery: Configuration, business processes, security, roles, testing and training

Data and integrations: Advanced Reporting, EIB, mass data uploads, REST API, PowerShell and payroll integrations

Leadership and automation: Product ownership, implementation partners, AMS, Copilot Studio, Power Automate and n8n

Education and Training

Engineer degree in Business Application Programming, Polish-Japanese Academy of Information Technology, Warsaw.

Workday training: HCM, Time Management, Absence and Leave of Absence. Agile training. Attended Workday Elevate Amsterdam, May 2026.

Professional Experience

Workday Product Owner / System Owner

Accell Group | July 2025 - October 2026

- Owned Workday development and day-to-day operations for around 2,000 employees in more than 20 countries, including HCM, Recruiting, Compensation and integrations.
- Coordinated the multi-country Time Tracking and Absence rollout, independently implementing solutions for seven countries while coordinating delivery by Kainos in three others.
- Managed an implementation contract of approximately EUR 200,000 and participated in selecting and negotiating an AMS contract of approximately EUR 50,000 per year; reviewed supplier estimates, time, quality and outcomes.
- Improved hire and onboarding processes, ran DocuSign workshops with HR and Recruiting, and prepared training materials for country implementations and DocuSign.
- Prepared project, cost and service metrics and presented results to the company each quarter.

IT Business Partner - Workday

VELUX | September 2021 - July 2025

- Delivered hands-on L1 and L2 support and changes across HCM, Time Tracking and Absence in a Workday environment serving approximately 11,000 employees.
- Analysed and improved business processes, configured security and roles, and built advanced reports, EIBs, bulk data updates and integrations.
- Led the HCM workstream of a Deloitte-supported restructuring, including business-process and security configuration. Created training materials after projects.

Selected Projects

AI self-service assistant, Accell:

Independently built an assistant in Microsoft Copilot Studio and Power Automate for 12 countries, using Workday documentation, configuration workbooks and training materials. It had around 1,000 active users. A measurement based partly on tickets indicated an approximately 80% reduction in HR time spent answering basic questions.

Payroll transition and document migration, Accell:

Led the payroll-related transition to Workday in the Netherlands while coordinating the parallel Time and Absence implementation. Prepared salary-related data, security and document categories and migrated approximately 34,000 documents.

Subsidiary Workday rollout, VELUX:

Acted as Product Owner and technical lead for adding a subsidiary to the existing Workday environment across more than a dozen countries. The HCM, Time Tracking and Absence rollout brought employee data and time recording into the shared system.

Payroll integrations, VELUX:

Independently delivered a two-way file-based Workday integration with TETA HRK in Poland for absence and sick-leave data. Analysed and updated the mapping of the existing Workday-to-Nexon integration for Hungary.

Document export, Accell:

Independently built a Workday document export using REST API and PowerShell and configured the necessary Workday security.

Data retention and security:

Gathered retention and removal requirements from multiple countries at VELUX and reviewed existing document purge and related flows at Accell.