

Martin Urbis

HR & Payroll Data Migration | HR-Payroll Transformation Delivery | SAP HCM & SuccessFactors

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Professional Profile

Senior HR/payroll technology professional with extensive SAP HCM and payroll implementation experience, increasingly focused on HR & payroll data migration, transformation delivery, governance and operational resilience.

Core Expertise

HR & Payroll Data Migration • SAP HCM / Payroll • SAP SuccessFactors EC / ECP • HR-Payroll Transformation Delivery • Data Governance & Authorizations • Payroll Business Continuity

Selected Project Experience

Jun 2025 – Feb 2026 | Albert Czech Republic / Ahold Delhaize NL

HRIS, HR Tech, Business Analyst

HR technology and business analysis role supporting the Czech ECP environment and local HR/payroll initiatives.

SAP SuccessFactors • Employee Central Payroll

Mar 2023 – Jun 2025 | Albert Czech Republic / Ahold Delhaize NL

SAP ECP Operational Support Consultant

Operational and project support for the Czech ECP environment, including resilience, governance, authorization and system lifecycle initiatives.

SAP SuccessFactors • Employee Central Payroll • SAP GRC

Dec 2021 – Feb 2023 | Albert Czech Republic

SAP PA-PY Implementation Consultant

Technical responsibility for the Czech source-side/outbound HR and payroll data migration from legacy SAP HCM and additional source data to SAP SuccessFactors EC/ECP, covering source extraction, mapping, transformation, target-file production and correction processing across six migration cycles through Go-Live.

SAP HCM • SAP Payroll • SAP SuccessFactors • Employee Central • Employee Central Payroll • Microsoft Excel • Power Query • VBA

Feb 2020 – Mar 2021 | Red Hat Czech Republic

SAP PA-PY Lead Implementation Consultant

Lead SAP HR/payroll implementation role covering the full project lifecycle from blueprint and configuration through data migration and Go-Live.

SAP HCM • SAP Payroll

Nov 2019 – Jan 2020 | ADP Czech Republic

SAP PA-PY Implementation Consultant

Internal project focused specifically on the design and development of an outbound ETL data migration process.

Talend ETL

Apr 2018 – Nov 2019 | Faurecia France

SAP PA-PY Implementation Consultant

Data migration support for a SuccessFactors Employee Central implementation.

SAP SuccessFactors • Employee Central • Infoporter

May 2017 – Feb 2018 | UTC Czech Republic

SAP PA-PY Implementation Consultant

SAP HR/payroll implementation covering the full delivery lifecycle, including data migration and Workday integration.

SAP HCM • SAP Payroll • Workday

Jun 2016 – May 2017 | Faurecia Poland

SAP PA-PY Implementation Consultant

SAP HR/payroll implementation work with responsibility for authorization design, interfaces and data migration.

SAP HCM · SAP Payroll · SAP Authorizations

May 2015 – Apr 2016 | Honeywell Slovakia

SAP PA-PY Lead Implementation Consultant

Lead SAP HR/payroll implementation role covering blueprint, configuration, interfaces, data migration and Go-Live.

SAP HCM · SAP Payroll

Jul 2013 – Feb 2014 | Dell Slovakia

SAP PA-PY Lead Implementation Consultant

Lead SAP HR/payroll implementation role covering the full project lifecycle through data migration and Go-Live.

SAP HCM · SAP Payroll

Mar 2012 – Feb 2013 | Fiat CNH Austria

SAP PA-PY Lead Implementation Consultant

Lead implementation role covering analysis, SAP HR configuration, interfaces, data migration and Go-Live.

SAP HCM · SAP Payroll

Jun 2010 – Feb 2011 | American Express Czech Republic

SAP PA-PY Lead Implementation Consultant

Lead SAP HR/payroll implementation role covering the full lifecycle through data migration and Go-Live.

SAP HCM · SAP Payroll

Jun 2009 – Feb 2010 | Air Products Czech Republic

SAP PA-PY Lead Implementation Consultant

Lead SAP HR/payroll implementation role covering the full lifecycle through data migration and Go-Live.

SAP HCM · SAP Payroll

May 2005 – Feb 2006 | Ahold Czech Republic

SAP PA-PY Implementation Consultant

SAP HR implementation covering Personnel Administration, Organizational Management, Time Management, data migration and Go-Live.

SAP HCM · SAP Payroll

May 2002 – Apr 2003 | Lesní akciová společnost a.s.

SAP PA-PY Lead Implementation Consultant

Lead SAP HR/payroll implementation covering the full lifecycle through data migration and Go-Live.

SAP HCM · SAP Payroll

May 1999 – Feb 2000 | Siemens Czech Republic

SAP PA-PY Implementation Consultant

SAP HR/payroll implementation covering blueprint, configuration, testing, data migration and Go-Live.

SAP HCM · SAP Payroll

May 1998 – Feb 1999 | RAKO

SAP PA-PY Junior Implementation Consultant

Early-career SAP HR/payroll implementation engagement covering blueprint, configuration, testing, data migration and Go-Live.

SAP HCM · SAP Payroll

Education

- Master (Mgr.), Sociology / Andragogy - HR profiling, Palacky University Olomouc, Czechia (1993-1996)
- Bachelor (Bc.), Military Sociology, Military University of Human Sciences, Bratislava, Slovakia (1991-1993)