



NICOLA CASARIN

 [linkedin.com/in/casarin-nicola](https://www.linkedin.com/in/casarin-nicola)  github.com/Nico-Casarin

PROFESSIONAL EXPERIENCE

Senior Global HRIS Analyst

Oct 2024 – Present

Prysmian

Milano, Italy

- Experienced HRIS Analyst managing the strategic optimization of the Workday platform for 30,000+ employees across 50+ countries, covering North America, Europe, MEAT, LATAM and APAC
- Manage system integrity, performance, and release processes, collaborating with IT and cybersecurity teams to ensure data security and compliance. Coordinating demand and delivery for HRIS initiatives, integrating with existing and innovative systems. Gathering requirements, collaborating with stakeholders, and coordinating technical teams to ensure seamless implementation fostering digitalization within company HR departments
- Design and implement data pipelines using PRISM ETL to fulfill internal stakeholders' demands and needs to enable data-drive decision-making. Key projects included monthly signon analysis, intercompany expat recharge flow, LTI plan accrual system, external/internal learning data consolidation flow, salary analysis and benchmark
- Developing custom integrations and implementing third-party professional solutions leveraging advanced integration tools and API frameworks (WWS), enabling seamless communication and enhanced functionality across HRIS platforms and other enterprise systems
- Working closely with global HR, IT, Payroll, and Cybersecurity departments to integrate Workday with other enterprise systems, ensuring system reliability, scalability, and alignment with overall business goals
- Workday Modules: Advance Analytics, PRISM, Integration, Talent Management, Recruiting

Global HRIS Analyst

Jan 2024 – Sep 2024

Prysmian

Milano, Italy

- Provided tactical HRIS support for global operations, implementing and optimizing Workday HRIS solutions for 50+ countries and 30,000+ employees
- Delivered expert guidance on custom solution development, system optimization, and the implementation of global business processes
- Advised and administered Workday Modules: Core, Advanced Analytics, Talent Management, Recruitment, Learning, and PRISM

HRIS Consultant

Nov 2022 – Dec 2023

Prysmian [Contingent Worker]

Milano, Italy

- Provided HRIS consulting, supporting Workday optimization, system integration, and process design across global operations

HR Digital Learning Intern

May 2022 – Nov 2022

Prysmian

Milano, Italy

- Workday Learning module - Assisted learning reporting for sustainability report of the company - Developed a pipeline to analyze learning data. Custom processes and creative solutions to achieve the stakeholders' need on Workday LMS

TECHNICAL SKILLS

Programming Languages: R (Advanced), Python (Intermediate), MVEL (basic)

Markup & Documentation: \LaTeX , HTML

Developer Tools: VS Code, R Studio, Workday Studio, Insomnia

Technologies & Frameworks: Workday BPF, Workday PRISM, GitHub

LANGUAGES

English: Fluent

Italian: Native

ACADEMIC BACKGROUND

Laurea in History - Grade 110/110 cum Laude [6 EQF]

2017 – 2021

Università degli Studi di Milano

Milano, Italy

- Bachelor's thesis: «Discriminare non significa perseguitare». Il censimento degli Ebrei del 1938. [«Discrimination does not mean persecuting». The Jewish census of 1938]
- Strong knowledge of history and historiography, specializing in contemporary history. Skilled in critical thinking and in-depth analysis of historical contexts, with the ability to synthesize large volumes of information and extract meaningful insights

Diploma in Environmental Chemistry - Grade 80/100 [4 EQF]

2013 – 2016

High School - I.I.S. "L. Cobianchi"

Verbania, Italy