



Grimme Bogaerts

Senior business analyst and master data management consultant

Profile

Often you can make a competitive difference by providing timely, accurate and qualitative information. In the past 10 years I've used my skills and expertise to successfully complete all kinds of strategic projects at companies such as Colruyt Group, Hyundai, Agfa, the Flemish Parliament, etc.

This starts by **listening** carefully to all involved parties to get to the bottom of the problem: what exactly do we want to achieve with the project? This is rather easy for me because I recognise **structures and patterns** at a glance. As such, I can easily separate details of **the essence**. Structure and **methodology** happens to be my middle name.

Only when the problem is clear, it makes sense thinking about the solution. Putting together all the elements of the solution: the (IT) **technology, processes and people**, is one of my biggest qualities. People are always part of the key success factor. In all phases of the project, I will make sure that **everyone** stays **involved**. I will actively **manage** the **expectations** of all parties in an **open and honest** way: what choices have been made and why? What does that mean for them? What will they be able to do and - even more important - what will not be possible.

This way of working allows me to create a **trust relationship** with all my customers. It forms the basis for getting a solution that satisfies all needs and supported by everyone.

At all times, I clearly keep the **project goals in mind**: what do we want to achieve? I repeat this to myself and the team over and over again. I love working in a **team**: alone you will not get anywhere. A good team is a must.

Competencies

- Certified Data Protection Officer (DPO)
- Business analysis
- Functional analysis & design
- Information Management best practices
- Master data management
- Data quality management
- ETL best practices
- Data cleansing and deduplication best practices
- Technical analysis & design
- Project management skills



Technical knowledge

I am able to quickly acquire new technologies. The following list gives an idea of the technologies I worked with in the past. This list is not complete.

Modelling & modelling tools

UML
BPMN
PowerDesigner,
Microsoft Visio,
other: yED, DIA,
(Archimate and MEGA > basic)

Data Management and transformation

SAP BO Data Services (BODS, SDS) - 4.1, 4.2
SAP BO Information Steward (IS) - 4.1, 4.2
Informatica
DTS, SSIS

Document Management

Alfresco - 1.3, 1.4, 2.1, 2.2, 3.0, 3.1, 3.2, 3.3, 3.4
Documentum - 5.3

Databases

Neo4J, SAP Hana, DB2, MySql, Oracle, SQL Server, Sybase, Access, Informix

Business Intelligence

QlikView

Development

Tools: Eclipse, IntelliJ
(Programming) Languages: Java, Javascript, SQL, XML, PowerBuilder, Prolog
Frameworks: jBPM, Spring, Hibernate, log4j

Other

SAP CRM, SAP ERP (MM, FICO, PP, (E)WM, SD), JIRA, Siebel, SAP Portal, AS/400

Personal Information

Date of birth: 13/09/1978
Address: Hertswinkelweg 2, 3210 Lubbeek
Email: grimme@snowshine.be
Telephone: 0497 40 99 51
Mother tongue: Dutch
Additional languages: English, French



Education

Master in Artificial Intelligence, K.U. Leuven - Magna cum laude, 2001

Master in Computer Science, K.U. Leuven - Cum laude, 2000

Certificates

Data Protection Officer (DPO) - Data Protection Institute - 2017

Master Data Management Summit - Gartner - 2014

SAP BO Information Steward - SAP - 2013

SAP BO Data Services Designer - SAP - 2012

SAP BO Data Quality Services - SAP - 2012

QlikView Designer - QlikView - 2011

QlikView Developer I & II - QlikView - 2011

Alfresco intensive development training - Alfresco - 2011

Alfresco Recognized Developer - Alfresco - 2011

BPMN in practice - IT Works - 2008

Alfresco Foundation, Administration & Application customization - Alfresco - 2007

Technical Fundamentals of Documentum 5 - EMC Documentum - 2007

Time and project management - Cevora - 2005

Project management - Cevora - 2004

Siebel Fundamentals V7.7- Siebel - 2004



Experience

Employer	Colruyt Group / Datalumen
Project	Getting Colruyt Group ready for European privacy regulation (GDPR)
Duration	from 04/2017 onwards
Function	Business (process architect)
Skills	Business analysis, functional analysis, GDPR, privacy, data security, Certified Data Protection Officer (DPO)
Description	<p>I'm part of the multidisciplinary team that is responsible for the coordination of the implementation of the European privacy regulation (GDPR) at Colruyt Group. Being fully compliant to GDPR is a big challenge for many companies and it requires finding the equilibrium between IT, processes, people and legislation.</p> <p>In a first stage, I am working on the Data privacy compliance strategy of Colruyt Group. This includes systems, processes, people, policies, etc.</p> <p>Once the compliance strategy is clear, I'll be working on detailing the roadmap to get there and finally on the coordination of the implementation of that roadmap. The latter not as a PM on a project level, but content wise: making sure that all noses keep on going in the right direction and that the actual implementation is GDPR-proof.</p>
Employer	Colruyt Group / Datalumen
Project	Proof of value implementation of Party
Duration	from 04/2017 onwards
Function	Business (process architect)
Skills	Business analysis, data model design, knowledge discovery, ETL best practices, Data cleansing best practices, matching & deduplication best practices, graph databases, MDM
Description	<p>Back at Colruyt Group, I got immediately reassigned to the Party project to realise a first Party implementation consolidating all the customers, suppliers, contact persons, etc in one single database. The project has multiple goals: proving the immense added value of a Party implementation to the business, learning for the final Party implementation and learning/improving the data quality of the different source systems.</p> <p>As the BPA, I am responsible for gathering the available information from the different domains, finding out the (business) rules for cleansing, matching and deduplication, designing the data model in the graph database and developing the business cases to convince the business with.</p>
Employer	Personal project / New Zealand
Project	Looking at things from the upside down
Duration	11/2016 - 03/2017
Description	<p>Sometimes it is good to take a step back and have a look at things from a different perspective. I've chosen New Zealand to have a look at the world from the upside down. What an inspiring environment! What an adventure!</p>
Employer	Colruyt Group / Datalumen
Project	Definition of the party concept within Colruyt Group
Duration	10/2015 - 10/2016
Function	Business (process) architect
Skills	Business analysis, modelling skills, evangelisation
Description	<p>The party project is a very strategic project within Colruyt Group that will allow business to easily cross typical domain boundaries like customer, supplier, coworker, etc.</p> <p>In this part of the project, I was responsible for defining the party concept - what is a party -, finding out how the Party domain relates to the other domains within Colruyt Group and defining the services that the Party domain would offer to the other domains.</p> <p>I created Subject Area Models, all kinds of information models and the supporting business glossary. Finally, I spread 'the Party word' within Colruyt Group with a roadshow, convincing</p>



other domains and business units for the need of a Party implementation.

Employer Amista & Alcopa
Project **Extract and combine data of different operational sources and load into SAP CRM system**
Duration 08/2014 - 08/2015
Function Solution architect, expert and team lead; ETL developer
Skills BODS, SAP CRM, Master Data Management (MDM), SQL, SAP HANA, ETL, Data cleansing, matching and deduplication, Information Steward, IDocs, SDS, XML, XSLT
Description In this challenging project, the goal was building a unified view of the customer in **SAP CRM** based on the data of various (10+) operational sources without a common key. Based on this **unified customer view**, my client was able to run different marketing segmentations. Since the different operational sources change on a daily basis, I've designed a **daily delta mechanism** for each of the sources based on a common ETL framework to create our **own master data management environment** on top of Hana. This involved the design of state-of-the-art data cleansing, matching and deduplication based on various criteria (name, address, car chassis number). The system also kept track of **historical customer addresses** for the matching and deduplication.
I've also developed a mechanism that allowed for manual changes of the data in the target system (= CRM) and let it flow back to our MDM environment and the source system in some cases.
This project has been rolled out for **different countries**: Belgium, Luxembourg and Switzerland. I had team members in India, Romania and Belgium.

Employer AVEVE
Project **Vanilla SAP ERP implementation**
Duration 2012 - 2014
Function Data (quality) architect, SAP BODS developer
Skills Master Data Management (MDM), Data Governance, BODS, SDS, SQL, ETL, Data cleansing, IDoc generation, SAP ERP, Information Steward
Description The AVEVE group wanted to replace its old self-made ERP system (in fact, various ERP systems) with 1: **SAP ERP**. To achieve this, a project team of around **50 people** - both internal and external - had been selected. I took the role of **data architect** and **data migration expert** for AVEVE. In this role, I've build up expert knowledge of BODS (and Information Steward), data quality and **master data management**. I also became very familiar with different modules of SAP ERP (MM, SD, FICO, (E)WM, ...) from a data point of view. Finally, I was also responsible for selecting the necessary supporting tools, defining **data governance** procedures and guidelines together with the business, etc.
As the data architect, I also became a member of the **architecture board** of AVEVE. My most important mission: **creating awareness** of the importance of data quality and convincing the business that they own the data; not IT.

Employer AVEVE
Project **QlikView BI reporting: analysis and implementation of smart reports and dashboards**
Duration 2011 - 2012
Function Business intelligence (BI) analyst
Skills QlikView, SQL
Description As BI analyst, I was responsible for designing and building the **management dashboards and reports** needed by various departments of group AVEVE to follow up on their daily business. This involved in-depth knowledge of our reporting tool (QlikView) and a lot of **thinking** together **with the various businesses**: gathering reporting needs, making suggestions on meaningful KPI's, and finally collecting and linking data from different sources and applications. Off course, all this data had to be shown in **easy-to-use** and **insightful** reports.



Employer XeniT
Project Various Enterprise Content Management (ECM) projects based on Alfresco
Duration 2010 - 2011
Function Enterprise Content Management consultant & technical team lead
Technologies Alfresco, Tomcat, Eclipse, Java, Javascript, Lucene, XML
Description At XeniT, I realised many things from an organisation perspective: I reorganised the internal knowledge base, took initiatives to **improve knowledge collection** and **knowledge flow** through the organisation, etc. This resulted in the management asking me to work on a plan for improving quality and planning in 2011.
As the project manager for our most important customer, I took several initiatives to **improve communication and professionalism**: I setup a biweekly follow-up meeting with the customer and weekly progress reports.
As experienced ECM consultant, my advise on how to tackle **information management** problems was appreciated by many customers. I also intervened in many (pre)sales activities: designing the **technical and functional architecture** and presenting the solution for the information problem of the potential customer.
Finally, as technical **team lead**, I was responsible for a team of 5 people. In this role, I did the daily follow-up, participated in the evaluation sessions, etc.

Employer Amplexor
Project Various Enterprise Content Management (ECM) projects
Duration 2007 - 2010
Function Alfresco expert & Enterprise Content Management (ECM) consultant
Technologies Alfresco, workflow (jbpm, Activiti), Documentum, Stellent, Tomcat, Eclipse, JBoss, Java, Javascript, Lucene, JIRA, XML, XSLT
Description At Amplexor, I realised many different *enterprise content management (ECM) projects* for many different customers. Most of the projects were in the area of **document management (DM) and archiving**. Almost every project includes (complex) **workflows and search**. I also touched many other areas of ECM such as scanning, records management, digital asset management, etc.
At the start of my first big DM project I only acted as the junior assistant. However, since I am a *fast learner*, I quickly was involved in most aspects of the project, including **functional and technical analysis and design**, implementation, training, testing, roll out and support. During this project, I grew to a *senior profile* and I became responsible for my own DM projects afterwards. My most impressive project realisation being the implementation of a digital archive at the Flemish Parliament. This was really **pioneering work** in the archiving world and required the transposition of all existing archiving rules to digital equivalents.
I became the *Alfresco team lead* and took the initiative to start our own Alfresco knowledge base and organised the regular Alfresco team meetings in order to **spread the knowledge** across the Alfresco consultants of Amplexor.
Apart from knowledge about Alfresco, I've also built up a lot of knowledge on **ECM best practices**. Therefor, I also became part of the Amplexor ECM consultancy team and I was even selected to take part in the Amplexor workgroup on ECM best practices. During all this time at Amplexor, I was active in *pre-sales* for Alfresco: designing and architecting solutions, estimating the effort and presenting it to the customer.
At Amplexor, I also was involved in some internal projects on our bug tracking system (JIRA). My input was highly appreciated and I surprised people not only with how fast I managed to create a **suitable solution**, but also with the **flexibility and the quality** of it.



Employer	LMS
Project	Various in-house projects involving functional and technical analysis and development
Duration	2001 - 2006
Function	Information engineer
Technologies	PowerBuilder, Sybase, Java, Siebel, IntelliJ
Description	<p>First I successfully <i>redesigned the applications</i> that supported the LMS price list procedure: I managed to reduce the manual work from over 80 days a year to only 10.</p> <p>Then I became responsible for the asset management application. In this role, I was responsible for the analysis, design, implementation, testing, training and deployment of changes to this application.</p> <p>Later I owned the project to move the asset management functionality to Siebel, the CRM software of LMS. In this role, I was responsible for the analysis, design, follow-up, testing, training and deployment of the project. During this project, I also redesigned the complete asset management process in cooperation with the business.</p>