

Brian Castellano

SENIOR HRIS ANALYST

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Summary

Senior HRIS Analyst with 10 years in HR technology, including 8 on Workday HCM, now owning configuration for a 12,000-employee financial services company in Tampa. Designs Workday business processes, calculated fields and reporting, leads payroll and benefits release testing, and mentors 2 analysts on configuration and project management standards.

Skills

- Workday HCM
- Workday Business Processes
- Calculated Fields
- HRIS
- Reporting
- Payroll
- EIB
- PeopleSoft
- Microsoft Excel
- Project Management

Experience

Senior HRIS Analyst

02/2021 - Present

Gulf Coast Financial Group

Tampa, FL

Bank and insurance holding company with 12,000 employees in 9 states.

- Configure Workday business processes for hire, job change and termination across **12,000** workers in 9 states.
- Design 85 calculated fields and 60 advanced reports that replaced manual spreadsheets for HR and finance.
- Lead testing for 2 Workday feature releases a year, running 300 test cases with HR, payroll and IT.
- Mentor 2 HRIS analysts and review all security group and business process changes before production.

HRIS Analyst

05/2018 - 01/2021

Sunshine State Retail Holdings

Clearwater, FL

Specialty retailer with 6,000 store and corporate employees.

- Migrated **6,000** worker records from PeopleSoft to Workday HCM with 99.7% data accuracy at go-live.
- Loaded 40 EIB files a year for mass compensation, location and organization changes.
- Built payroll audit reports that cut post-payroll corrections by 35%.
- Wrote 22 job aids and trained 150 store managers on manager self-service.

HR Systems Coordinator

08/2016 - 04/2018

Hillsborough Medical Partners

Tampa, FL

Physician group with 1,800 employees.

- Processed **250** HRIS transactions a month for new hires, transfers and pay changes.
- Ran weekly audits on 1,800 employee records and fixed missing or invalid data within 48 hours.
- Produced monthly headcount and turnover reports in Microsoft Excel for 12 department heads.

Education

Bachelor of Science

05/2016

University of South Florida

Tampa, FL

Management Information Systems

Certificates

Workday Pro HCM

Workday

06/2022

Workday Pro Reporting

Workday

03/2020