

Patsy Naicker (Packery)

Human Capital Specialist and Data Analyst

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Email: patsy.packery@gmail.com
Location: Wharewaka, Taupo, NZ

PROFESSIONAL PROFILE

With extensive and diversified experience in human capital analytics, reporting, organizational structure management, workforce planning, management information systems, project management, expatriate management, recruitment, talent management support, employee relations support, payroll support and finance. A straightforward and positive thinker with a friendly disposition and has worked with diverse and multi-cultural workforces globally. With a strong drive for results, attention to detail, commitment to excellence, growth orientated, and an enthusiastic individual providing high levels of productivity and insights into the achievement of company strategies and objectives.

KEY SKILLS

Professional Attributes

- Organisational (Position) management
- Data analytics and reporting
- Strategy analysis
- Workforce planning
- Budget management
- Remuneration and benefits
- Training
- Strategic relationship management
- Customer service
- Business intelligence tools
- Logical decision-making
- Creativity and innovation
- Payroll support

Personal Attributes

- Adaptable
- Confident and assertive
- Enthusiastic
- Self-motivated
- Results driven
- Determined and resilient
- Conscientious
- Transparent
- Interpersonal communication
- Analytical and critical thinking
- Attention to detail

CAREER SNAPSHOT

Landcorp Farming (Pamu) | March 2024 to Current (FTC)

People Information Analyst

<https://www.pamunewzealand.com/>

McDonald's, South Africa | January 2016 to June 2023

Organisational Management Specialist/Human Capital Specialist and Data Analyst

<https://www.mcdonalds.co.za/>

Total Energies, South Africa | May 2011 to April 2014

Human Resources Analyst

<https://www.totalenergies.co.za/>

Afrisam, South Africa | September 2010 to April 2011

HR IS Professional

<https://www.afrisam.co.za/>

Vodacom (Pty) Ltd, South Africa | July 2007 to September 2008

Senior Specialist HR (MIS)

<https://www.vodacom.co.za/>

Coca-Cola South Africa (Pty) Ltd, South Africa | April 1994 to May 2007

TECHNICAL COMPETENCIES

- SAP HR (ERP)
 - Microsoft Office: Outlook, Excel, Word, and Powerpoint
 - Policies and procedures
 - Qlikview
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DETAILED WORK EXPERIENCE

Landcorp Farming, Wellington, New Zealand *Pastoral Farming*

People Information Analyst

- Work with People team to implement, provide and maintain people system information and processes.
- Data input and analysis to support Pamu's decision-making and reporting requirements.
- Identify opportunities for data, system, and process improvement.
- Support annual remuneration review process.
- Responsible for the development and provision of people and safety reporting and analytics across multiple systems.
- Manage relationships and interfaces for all people systems.
- Data support, project member for the People System project: Workday.

McDonald's, South Africa

Multinational hospitality and fast-food giant

Organisational Management (OM) Specialist/Human Capital Specialist and Data Analytics

- Enable accomplishment of strategic and tactical business goals by transforming global reporting systems, and managing and introducing new organizational structural changes.
- Align HC vision with overarching goals through SAP (OM) administration and workforce reporting and analysis.
- Envision, develop, and execute robust OM strategies, practices, and processes to attain strategic/tactical goals.
- Provide comprehensive human capital data analysis based on organizational data allowing for informed strategic decision-making.
- Design, develop and implement Human Capital analytical frameworks, dashboards, scorecards and processes to support the current and future business reporting requirements for the organization.
- Research and identify BI Tools to support the Human Capital initiatives that improve performance, profitability and growth.
- Manage, design and implement key people metrics for the various operations across the organization.
- Utilize predictive analytics to identify potential risks within the HC processes and procedures within the organization, to allow for the development of a proactive mitigation plan in order to manage and mitigate unnecessary risk
- Directed employees to complete tasks efficiently and effectively through the development of new structures/processes ensuring staffing efficiency.
- Detect and prevent violations of rules by enforcing stringent adherence to the company's policies, standards and procedures.
- Enhanced skillset of employees/managers by developing and executing comprehensive training programs on structural changes, new systems and policies.
- Drive best-in-class data reporting and integrity ensuring all reported data is aligned to industry and regulatory requirements from a human capital perspective.

Total Energies, South Africa

Operating in 130+ countries, producing fuel, natural gas and low-carbon electricity

HR Business Analyst

- Fostered conscious decision-making delivering actionable insights to leaders and managing HR data integrity, organizational structure, personnel cost planning, key performance indicators (KPI) and executive reporting.
- Oversaw SAP upgrade project by auditing data post-implementation, while launching the HR KPI Dashboard.
- Managed the HR operational budget.
- Recommended/executed optimal business strategies based on historical performance, and predictive/scenario-based analysis.
- Established credibility by demonstrating an understanding of current HR Analytic trends and tools.
- Accomplished the successful delivery of projects and products leveraging project management-related activities.
- Analyzed data and other information to identify significant trends or key issues, providing recommendations and insights.

Afrisam, South Africa

Construction materials group manufacturing and supplying cement across Africa

HR IS Professional

- Key role player as Human Resources liaison with the central Information Systems (IS) Department on the development of modifications and troubleshooting of SAP HR system issues.
- Responsible for analyzing Human Resources Information Systems processes and management of the required improvements as well as overseeing the specifications, development and implementation of the new and/or redesigned systems, inclusive of reports, procedures and business processes.
- Coordinating data changes and upgrades to ensure data integrity, without affecting payroll and finance.
- Management of the provision and generation of monthly, quarterly, ad hoc and statutory reports and the analysis thereof.
- Conducting training and coaching of the Human Resources community, line managers and end-users on the Organizational Management and Personnel Administration modules of SAP.
- Responsible for ensuring that accurate and timeous Human Resources reports are available.
- Responsible for the effective management and tracking of SAP Human Resources projects.
- Management of the salary review and bonus process.

Vodacom/Vodafone (Pty) Ltd, South Africa

Leading mobile communications company

Senior Specialist: Management Information Systems (HR)

- Decreased hiring costs by identifying gaps in the talent chain and implementing highly effective HR headcount plans.
- Managed cost-reduction and time-efficiency, accuracy and consistency targets through transformation/automation of HR systems.
- Developed and implemented HR programs through in-depth analysis of HR operations data input.
- Assisted executive management in making informed business decisions by developing and submitting detailed HR reports.
- Enabled senior leadership to formulate and meet executive goals by developing executive scorecards.
- Identified and recommended long-term goals, milestones and benchmarks for Management Information Systems (HR).

Earlier Career:

Coca-Cola South Africa (Pty) Ltd, South Africa

A multinational beverage company, offering over 500 brands in over 200 countries

Human Resources Officer (and other various roles)

- **Human Resources Officer/Generalist** – Coca-Cola South Africa Division (Pty) Ltd | Johannesburg | South Africa
- **Human Resources Information Systems, Compensation and Benefits Analyst** – Coca-Cola South Africa Division (Pty) Ltd | Johannesburg | South Africa
- **Paperless Marketing Expenses and HR Budgets (PME) Coordinator** – Coca-Cola South Africa Division (Pty) Ltd | Johannesburg | South Africa

- **Human Resources Information Systems Coordinator and Auditor – Coca-Cola South Africa Division (Pty) Ltd | Johannesburg | South Africa**
- **Travel Expenses Coordinator, Account Receivables and Account Payables - Coca-Cola South Africa Division (Pty) Ltd | Johannesburg | South Africa**

Additional Employment: Contract role

Afrox, South Africa | April 2015 to Dec 2015

The Linde Group (Afrox) is a world-leading gas, engineering and technology company

Organizational Management Specialist

QUALIFICATIONS AND TRAINING

Bachelor of Commerce Degree - Specialization in Human Resources (BComm)

2020

University of South Africa (UNISA), South Africa and MANCOSA

Majors

- Human Resource Management
- Industrial Psychology - Organisational behaviour

Matriculated: National Senior Certificate

Glenover Secondary, Durban, South Africa

Other

- Targeted Selection for Recruitment
- HR 4 HR Curriculum
- Tomorrow's Manager

PERSONAL

Languages

- English (Native)
- Afrikaans

Interests

- Reading
- Pilates & Yoga
- Dancing
- Arts and Crafts
- Cooking and Baking
- Fun Walks

Professional References

Brigitte Da Gama

Chief People Officer, McDonald's SA

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Tatiana Page

HR Manager: Talent & Development, McDonald's SA

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Payroll and Systems Manager, Afrox SA

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