

SORIN VASILE HUS

HRIS & HCM Specialist | IT Project Manager | Digital Transformation

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"Technology must serve people,
and good IT means understanding
both."

TECHNICAL SKILLS

HRM / HRIS

Soft360 Verasys, MRU, Oracle
(basic)

Programming

Python, Django, JavaScript, React,
Bash, PowerShell

Automation

Selenium, Postman, JMeter,
Playwright

Databases

PostgreSQL, MySQL, SQL Server,
Oracle

Infrastructure

Windows Server, Linux, Firewalls,
SIEM, IDS/IPS

Dev Tools

Git, GitHub, REST APIs, Vite,
HTML/CSS

Data

pandas, openpyxl, Excel automation

LANGUAGES

- Romanian — Native
- English — C1 Professional
- German — A2 Basic

EDUCATION

MSc Bio-Mechanical Engineering

Technical University of Cluj-Napoca |
2014–2016

BSc Administrative Sciences

Babes-Bolyai University | 2004–2008

CERTIFICATIONS

- QA Complete Program (Selenium,
Postman, JMeter, Agile/DevOps) —
2024–2025
- Labour Legislation in Romania —
2024
- Internal Managerial Control (Order
600/2018) — 2023
- GIS Applications in Public
Administration — 2023
- Applied Informatics & Programming
— 2016–2018
- Certified Trainer / Formator — 2015
- Project Manager — 2015

SOFT SKILLS

- Leadership & Team Motivation
- Project Lifecycle Management
- Critical Thinking & Problem Solving
- Change Management
- Resource & Workforce Planning
- Technical Communication
- Mentoring & Coaching
- Analytical Thinking

PROFESSIONAL SUMMARY

Results-driven IT and HR Systems professional with 10+ years of experience spanning infrastructure, cybersecurity, and HR technology. Specializes in HCM/HRIS platform ownership, HR workflow automation, and workforce management in complex public and private sector organizations. Combines deep technical expertise (Python, Django, React, Selenium) with hands-on HR operations knowledge, enabling effective collaboration with both business stakeholders and development teams.

PROFESSIONAL EXPERIENCE

HR Systems Manager

Cluj-Napoca City Hall | Sep 2023 – Present

- Acted as Product Owner for Soft360 Verasys HCM platform serving 800+ employees; defined business requirements, led vendor selection through full RFP cycle, and coordinated development team for ongoing enhancements
- Cut monthly HR processing time by approximately 60% through custom Python automation tools (pandas, openpyxl) for data reconciliation, salary calculations, and position audits
- Super Administrator for Soft360 Verasys HRM and MRU; coordinated 5-operator real-time workflow for digitizing approximately 900 employee professional files
- Accelerated HR process transformation through iterative system improvements and structured user feedback integration across multiple departments

Head of IT Section

Cluj County Statistics | Jan 2023 – Sep 2023

- Supported IT operations for approximately 50 users across statistical reporting departments
- Established cybersecurity policies, GDPR compliance frameworks, and internal control standards per Order 600/2018
- Deployed shared NAS storage and automated daily server updates, reducing manual IT overhead

Head of IT Compartment

Cluj County Prefecture | Apr 2019 – Dec 2022

- Administered IT infrastructure for approximately 100 users across the Prefecture and subordinate public services (Passport Office, Vehicle Registration), including secure classified information systems
- Improved overall IT process efficiency by approximately 40% through shared NAS storage, centralized Windows Active Directory, automated server updates, and first-level support
- Enforced cybersecurity compliance, executed regular audits, and maintained firewall and antivirus systems across all endpoints

IT Specialist & Project Manager

AgroTransilvania Cluster | Sep 2013 – Jun 2020

- Administered IT infrastructure, network security, and hardware/software across the organization
- Planned and executed IT project activities, developed technical proposals, and maintained partnerships with external technology vendors
- Built web presence and digital tools for member organizations, increasing online visibility

Freelance IT Consultant

Self-employed | May 2013 – Apr 2019

- Designed and delivered web solutions, branding, UI/UX, and automation scripts for clients including AgroCluster (agrocluster.ro) and USAMV Cluj (econ.usamvcluj.ro)
- Provided software testing, IT consultancy, and technology advisory services to multiple business clients

Expert / Consultant

Romanian Government — National Agency for Roma (ANR) | Oct 2009 – Jul 2011

- Coordinated employment program rollout across 8 cities in Romania, managing regional teams and inter-institutional relationships
- Delivered technical assistance, progress monitoring, and reporting at national government level

KEY PROJECTS

HRM Tracker — Multi-operator HR Digitization Tool

Bilingual (EN/RO) web application built for Cluj-Napoca City Hall to coordinate the digitization of approximately 900 employee personnel files into the MRU HR system. Features a 5-operator workflow with real-time progress tracking, priority breakdown (management vs. execution staff), record reassignment, full-text filtering, and CSV export. Designed for offline LAN deployment with zero installation requirements — operators use standard browsers.

Tech: Vanilla HTML/CSS/JS + Python

sorinhus.github.io/MRU_Tracker/hr_file_manager_DEMO.html | github.com/sorinHus/MRU_Tracker

TimePulse487 — HR SaaS Platform

Full-stack HR SaaS application for workforce management. Features daily attendance tracking with check-in/check-out, leave requests with multi-level hierarchical approval workflow, team calendar, role-based dashboards, and Excel/PDF report exports. Built for multi-tenant deployment.

Tech: Django 5 + React/Vite + PostgreSQL | Railway + Cloudflare Pages
github.com/sorinHus/TimePulse487

Fix487 — IT Support Management System

End-to-end IT support management for field service teams. Full ticket lifecycle management with automatic SLA tracking, technician assignment by dispatcher, intervention calendar (monthly/weekly), internal knowledge base with full-text search, time logging, and performance reports. Four distinct user roles: Admin, Dispatcher, Technician, Client.

Tech: Django 5 + React/Vite + PostgreSQL | Railway + Cloudflare Pages
fix487.pages.dev | github.com/sorinHus/Fix487

MED487 — Medical Practice Management System

Commercial contract delivery. Full management system for family medicine practices including patient registration and portal, online appointment booking with availability grid, CNAS XML exports (Anexa 006/010) for national health insurance reporting, Cloudflare R2 document storage, activity logging, and PWA mobile support for use on mobile devices without installation.

Tech: Django 6 + React/Vite + PostgreSQL | Railway + Cloudflare Pages
med487.pages.dev | github.com/sorinHus/med487