SORIN VASILE HUS

HRIS & HCM Product Owner | HR Systems & Process Automation

sorin.hus@gmail.com +40 744 870 099 Cluj-Napoca, Romania
487.ro linkedin.com/in/sorinhus github.com/sorinHus

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

TECHNICAL SKILLS

HRM / HRIS
Soft360 Verasys HCM, Oracle (basic)

Programming
Python, Django, JavaScript, React, PHP, CakePHP, 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

HR DOMAIN

- Romanian Labour Code
- Administrative Code (civil service)
- Public-sector pay (Law 153/2017)
- Staffing plans & org charts
- Leave, attendance & timesheets
- Promotions, evaluations & retirement
- Personnel files & HR certificates
- Payroll data reconciliation

PROFESSIONAL SUMMARY

HR systems professional who owns the HCM platform of an 800+ employee public institution end to end: business requirements, vendor selection, configuration, data quality, and, since 2026, hands-on development of the production system. Combines working knowledge of Romanian labour and public-service law with 10+ years of IT management in public institutions, and works as the bridge between HR, payroll, management, and development teams.

PROFESSIONAL EXPERIENCE

HR Systems Manager

Cluj-Napoca City Hall | Sep 2023 – Present

- Product Owner for the Soft360 Verasys HCM platform used by 750 active users and covering 800+ employees; defined business requirements, led vendor selection through a full RFP cycle, and coordinate the vendor's development team
- Super Administrator for the Soft360 Verasys HCM platform and the HRM Digitization system
- Translate Romanian labour and public-service legislation into working rules and validations together with HR, payroll, and department heads; added validation reports, audit trails, and automated tests
- Specified and delivered modules for annual leave budgets and vacation replacements, salary statements, position and department history with point-in-time reports, promotion eligibility, retirement tracking, project timesheets, disability records, and auto-generated HR certificates
- Coordinate the entry of nearly 900 employee personnel files into the HRM Digitization system by 5 HR operators, tracked through an internal web app I built (HRM Tracker, see Key Projects)
- Cut monthly HR processing time by approximately 60% through custom Python automation (pandas, openpyxl) for data reconciliation, salary calculations, and position audits
- Since May 2026, also lead developer on the production platform (PHP 8.3, CakePHP 5, MySQL), working with AI-assisted development (Claude Code): authored over 80% of all code changes (~600 commits), delivering 100+ new features and 330+ fixes in six months
- Integrated the platform with the institution's document management system (overtime requests, travel orders) and LDAP/AD login

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

ERP487 — ERP for an MEP Installation Contractor

Internal ERP built around projects and a WBS cost breakdown. Supplier invoices (e-Factura XML) with approval workflow, advances and expense reports, work statements and client invoices with overdue tracking, budget vs. actual cost, CPI, margin and cashflow forecasts, STOP LOSS alerts, daily site reports with quality checklists, timesheets and leave, Excel import, and a bilingual (RO/EN) in-app manual. Seven roles with project-level visibility and a full audit log.

Tech: Django 5 + DRF/JWT + React/Vite + PostgreSQL | Railway + Cloudflare Pages
erp487.pages.dev | source code available on request

HRM Tracker — Multi-operator HR Digitization Tool

Bilingual (EN/RO) web application built for Cluj-Napoca City Hall to coordinate the digitization of nearly 900 employee personnel files into the HRM Digitization 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/HRM_Tracker | github.com/sorinHus/HRM_Tracker

HCM487 — 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
timepulse487.pages.dev | github.com/sorinHus/HCM487

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