MARIA BUTT

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PERSONAL PROFILE

Ambitious, highly adaptable and solutions-driven **People Advisory Senior Consultant** with **6 years of professional experience across the Big4** and mid-tier consulting firms as well as the people technology industry. Seasoned in **supporting large scale client projects** in organisation design, HR transformation, HR technology implementations and optimisations, change management, talent management, workforce planning, technology adoption, operating model, governance and more.

Proven excellence in **leading projects and workstreams** across both the public and private sector throughout multiple industries in UAE, UK & Ireland and across EMEA. Excellent at efficiently communicating with internal and external stakeholders of varying seniority whilst adhering to challenging project deadlines and producing **high quality deliverables**, as part of a diverse team as well as independently.

Professional experience includes **Senior Consultant (People Advisory)** at *Grant Thornton UAE,* **Senior Consultant (People Consulting)** at *EY UK&I*, **Senior Consultant (People & Purpose)** at *Deloitte (Internal)*, **Application Support Analyst** at *Workday* and **Consultant (Analyst 2)** in *Deloitte (Human Capital Consulting).*

Educational background includes **B.A Computer Science and Mathematics** and **M.A Human Resource Management (CIPD accredited course)** providing a holistic approach when dealing with **both technical and business requirements.**

EXPERIENCE

July 2025 – present	**Grant Thornton UAE (People Consulting)**
Location:	**Offices 5, One Central, DIFC, Dubai**
Job Title:	**Senior Consultant**
High level overview:	

- **Project Lead for Org Setup (Op Model, Org design, Policies, DoA) - Newly Established Strategy Division within a Federal Government Entity in the UAE**
  - Leading and owning the end-to-end design of the operating model for a newly established strategy division of a government executive office, defining functional layers, key roles and organisational layers
  - Directing and developing org design frameworks including directorates, departments and unit-level structures aligned to strategic mandates
  - Designing and authoring governance manuals covering decision rights, workflows and escalation protocols in line with best practices and federal policies
  - Defining a strategic and logical Delegation of Authority (DoA) Matrix mapping financial, operational and admin decision rights for leadership levels
  - Leading stakeholder workshops, current state assessments and gap analysis identifying structural inefficiencies, future-state workforce requirements and current pain points to align on final design decisions

- Managing junior consultants, reviewing their outputs and ensuring consistency and quality across project deliverables before final review
- **Project Lead for Talent Management Review - Leading UAE Investment Bank**
  - Leading a comprehensive review of the Bank's talent management framework, assessing workforce planning, performance management, succession and retention practices against regional and global benchmarks
  - Identifying critical gaps impacting leadership pipelines and employee engagement informing an in-depth gap analysis and current state assessment
  - Conducting stakeholder interviews across key talent dimensions to develop a maturity model and designing actionable recommendations including a succession planning roadmap, competency frameworks and HR policy and process enhancements resulting in a 12 month strategy roadmap
  - End-to-end policy development for succession planning, performance management and compensation and benefits
- **Project Lead for Policy and Procedures Review - Leading UAE Retail Cooperative**
  - Directing an end-to-end review of core HR and operational policies and procedures identifying gap, redundancies and compliance risks across HR, governance and operational frameworks ensuring full compliance with UAE Labour Law, DoA and retail sector standards
  - Developing a streamlined policy framework and standardized policy documents to improve consistency, accountability and clarity

Nov 2024 – May 2025	**Ernst & Young (EY) - UK & Ireland (People Consulting)**
Location:	**Harcourt Street, Dublin 2, Ireland**
Job Title:	**Senior Consultant 3**
High level overview:	

- **Change Management Lead - State-owned Irish Utilities Company (Dec '24 - April '25)**
  - Designing and facilitating training programs and workshops, equipping end users with the necessary skills to transition to a new Telemetry system
  - Conducting change impact assessments and stakeholder analysis identifying key risks and resistance root-cause to develop well-informed and effective communication strategies
  - Maintaining change-readiness metrics per transition region, adapting to constant change, informing business readiness and ultimate Go/No-Go decisions
  - Developing and executing comprehensive change strategies informed by EY's change methodology, tailoring to organisational goals and project objectives
  - Ensuring compliance with public sector governance and regulations, aligning change practices with industry standards informed by benchmarking research

- **Digital Workforce Planning (Business Development) (Nov '24 - April '25)**
  - Supporting the development of a high-quality bid for a HRIS implementation valued at circa €4m for a major international airline leveraging SuccessFactors technology and EY change methodology - owner of overall bid deck ensuring timely submission and input from all relevant internal stakeholders

- Conducting market research and competitor analysis, identifying trends and best practices to strengthen potential bid proposals
- Assisted in drafting RFP (Request for Proposal) responses, ensuring alignment with RFP criteria and EY strategic objectives
- Contributing to the implementation of digital workforce planning tools and facilitating Knowledge Exchange within the DWP team to ensure all team members are informed on current trends and best practices that can be leveraging to win new clients and retain existing clients
- Supporting the development of HR Taxonomy to standardise innovative concepts and new ideas for use in client conversations

Oct 2022 – March 2024	**Deloitte (People & Purpose - Internal)**
Location:	**29 Earlsfort Terrace, Dublin 2**
Job Title:	**Senior Consultant (Senior HRIS Specialist - Workday)**
High level overview:	

- Collaborating with HR, Finance and IT teams to analyse requirements, configure Workday modules and enhance business processes to optimise the usage of Workday as an ERP
- Developing and delivering end-user training and documentation, driving maximum system adoption and efficiency transitioning from highly manual processes to automation
- Leading internal projects consisting of the roll-out of multiple new technologies used for time tracking, payroll, SSO etc. to ensure seamless integration with Workday.
- Leveraging detailed HR reports using EIBs, Tableau, Excel and Workday Reporting to extract data and derive insights regarding key KPIs such as diversity, performance, engagement and retention, delivering actionable insights to senior stakeholders
- Working within a diverse team to optimise current end-to-end HR services including recruiting, reporting, onboarding, hiring, leave and termination processes leveraging Workday HRIS
- Working closely with the People Solutions team including HR Administrators and HR Business Partners on day-to-day issues focussing on leveraging the Workday technology to identify system enhancement opportunities.

May 2021– Aug 2022	**Workday**
Location:	**152 Kings Building, Smithfield, Dublin 7**
Job Title:	**Application Support Analyst (HCM & Cross-Apps)**
High level overview:	

- Troubleshooting and resolving Workday configuration, security and business process issues whilst collaborating with cross-functional teams to maintain system integrity and optimise clients' HR function
- Coordinating customer requests, complaints and queries from HR managers, Recruiters and other HR personnel whilst delivering long-term solutions by conducting end-user training to minimise recurring support requests
- Continuously undertaking various dynamic trainings in the HR Information Systems modules

- Strategically managing a busy case queue of technical customer issues ranging in complexity whilst adhering to contractually agreed SLAs and mitigating risk of customer escalations

Sept 2019– May 2021   **Deloitte** (**Human Capital Consulting**)
Location: **29 Earlsfort Terrace, Dublin 2**
Job Title: **Analyst 2 (HR Transformation)**
High level overview:

- **PBR Workday Implementation - Major European financial institution (April – May '21)**
- **Technical Lead – Workday HRIS Application Management Support (AMS) (Aug '20 – May '21)**
  - Progressed to technical lead within 7 months of joining the team
  - Single-handedly managing AMS Support for multiple AMS clients alongside demanding implementation projects
  - Collaborating with other members of the EMEA AMS teams to solve complex inter-disciplinary system issues
  - Planning and delivering bi-annual release management to clients including regression testing
- **Project Lead - PBR Workday Implementation for a European Insurance Company (Feb – Oct '20)**
  - Gathering client-specific requirements liaising with key stakeholders from the member-firm team as well as the client project team
  - Demoing, configuring, customising and implementing PBR for 4 different countries ensuring each country's legal requirements for payroll were met
  - Supporting clients with testing throughout the project as well as UAT ensuring deadlines were met at each stage
  - Mitigating any risks that arose in the project promptly and efficiently
  - Providing hypercare support after a successful go-live
  - Preparing test scripts and carrying out regression testing after implementation of new Workday modules
- **Technical Support – Workday HRIS Application Management Support (AMS) (Feb '20 – Aug '20)**
  - Supporting the Workday AMS stream for multiple AMS clients alongside demanding implementation projects
  - Solving cases of varying complexity in a timely and efficient manner while building key client relationships
- **Workday Integrations Developer - European Insurance Company (Feb '21 – April '21)**
  - Creating HRIS specific documentation
  - Collaborating within project discovery workshops, information sessions and project management involving key stakeholders from both client side and consulting side
  - Early stages of the project – design workshops, discovery workshops, project planning, integration development, high-level demos to clients
- **Change Management Support - Digital Transformation project leveraging S/4 Hana technologies (Aug '20 – Dec '20)**

- Creating and delivering bespoke communication material, ensuring efficient knowledge transfer to key stakeholders, end-users and workstream leads securing a successful go-live
- **Integrations Support for a Global Cleaning Supplies Company (Nov - Dec '20)**
- **Directly engaged in pursuing Pipeline Opportunities with Senior Leadership**
  - Promoting the use of contractors within Human Capital ensuring full compliance with GDPR from pre-hire to hire stages

EDUCATION

Sep 2021 – Aug 2022	**National College of Ireland, Dublin, Ireland**
Qualification Title:	M.A Human Resource Management (CIPD accredited course)
Sep 2020 – June 2021	**National College of Ireland, Dublin, Ireland**
Qualification Title:	PGDip in Human Resource Management
Sep 2016 – June 2019	**Maynooth University, Co. Kildare, Ireland**
Qualification Title:	B.A (Hons) Computer Science (Major) and Mathematical Studies (Minor)
Awards:	**MUSE** (Maynooth University Student Experience) **Award 2018 in** Leadership