

Quick Review

Ahmad Ridha - Digital Technology Leader

📍 **Nationality:** Danish | **Willing to Relocate:** Saudi Arabia
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Digital Technology Leader | ServiceNow + HRIS Leader | AI-Driven Transformation

Professional Summary

8+ years of experience as a global HR/IT transformation leader across EMEA. Specialized in implementing ServiceNow HRSD, SAP SuccessFactors, and Workday ERP in highly compliant (GDPR/NIS2/ISO 27001/CompTia Sec.+) environments. Delivering AI-based automation for compensation, performance, and compliance systems. Certified in Agile/Scrum, Prince2, and currently finalizing ServiceNow CSA.

Key Competencies

Platforms: ServiceNow (CSA-in-progress), SuccessFactors, Workday
Reward Strategy: AI-Powered Bonus Automation | Audit-Ready Workflows
Compliance: GDPR, NIS2, ISO 27001 | Multi-country Audit Preparedness
Delivery: Agile/SAFe | Jira, Asana | Power BI | Budget Oversight

Career Highlights

- ✓ **Automated 90% of HR workflows with ServiceNow NLP tools** (Jobindex Group)
 - ✓ **Delivered 100% audit readiness across 15+ countries** (Computerworld IT-jobbank)
 - ✓ **Led Workday ERP implementation for compliance and finance** (Halalid Consulting)
 - ✓ **Managed HRIS budgets \$500K, delivered 15% under budget**
 - ✓ **Recruited 500+ IT/HR leaders, incl. C-level profiles** (Jobindex Group)
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Certifications & Learning

- ServiceNow AI Essentials
 - ServiceNow CSA (In Progress)
 - Scrum Master & AgilePM | Six Sigma
 - Machine Learning (Stanford)
 - Generative AI for PMs (PMI)
 - GDPR/NIS2/CompTia Sec.+ (Evergreen Alliance)
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Recent Engagements

Microsoft AI Summit 2025, Copenhagen
Intel Innovation Summit 2025
Saudi Council of Engineers – Online Programs
Global Project Management Forum – المنتدى العالمي لإدارة المشاريع

Full details on page 2 →

Ahmad Ridha

Copenhagen, Denmark (Willing to Relocate to Saudi Arabia)

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Digital HR & AI Transformation Leader | ServiceNow | Reward Systems | Compliance

Bridging Global HR Technology with AI-Driven, Secure, and Scalable Solutions

Professional Profile

Results-driven transformation leader with 8+ years of experience delivering end-to-end HRIS, ServiceNow, and Reward systems across EMEA. Proven expertise in ServiceNow HRSD (CSA in progress), SuccessFactors, and Workday. Specialized in AI-based automation and compliance with GDPR, ISO 27001, and NIS2 across 15+ countries. Regular speaker and participant in global forums including Microsoft AI Summit 2025, Intel Summit, and Global Project Management Forum.

Fluent in Arabic, English, and Danish, with readiness to relocate and contribute to ambitious national projects in Saudi Arabia. Experienced in vendor management, agile delivery (SAFe/Scrum), and strategic IT-HR alignment.

Core Competencies

- ServiceNow HRSD | AI Essential Certified | CSA (In Progress)
- Reward & Compliance | GDPR, ISO 27001, NIS2 | Audit-Ready Solutions
- Agile Delivery | Scrum, SAFe, Jira, Asana | Stakeholder Engagement
- AI Integration | NLP Bots | Bonus Automation | Power BI & Python
- Global HR Systems | SAP SuccessFactors | Workday ERP

Professional Experience

Jobindex A/S

Copenhagen, Denmark | 2018 – Present

AI & HR Transformation Lead

- Automated 90% of manual HR tasks via ServiceNow + NLP, reducing HR processing from 22 to 2 days.
 - Implemented GDPR & NIS2 frameworks across 15+ countries using SuccessFactors.
 - Led AI-powered reward workflows for clients such as Netcompany and NNIT.
 - Managed HRIT transformation budget of \$500K, delivering 15% under target.
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Halalid Consulting

Copenhagen, Denmark | 2017 – 2018

Transformation Project Manager – Financial Compliance

- Implemented Workday ERP to improve AML and reward analytics.
 - Aligned GDPR policy with automated reporting processes.
 - Led collaboration across IT, Legal, and Finance for secure data flows.
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Fiverr (Freelance)

Remote | 2018 – 2019

Agile & IT Project Consultant

- Delivered 15+ Agile tech projects with hybrid methodology.
 - Created dashboards and documentation in Jira, Asana, MS Project.
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DAN-Ex

Copenhagen, Denmark | 2016 – 2017

Digital Transformation & IT Project Manager

- Migrated systems to cloud infrastructure, improving performance by 30%.
 - Led Workday ERP rollout for scalable HR functions.
 - Applied data-driven workflows and agile coaching across 7 locations.
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Education & Certifications

MSc in Information Technology – Plymouth Marjon University, UK

AP Degree, Computer Science – KEA, Copenhagen

Diploma, Leadership & Management – Copenhagen Business Academy

Certifications:

- ServiceNow AI Essentials (Completed)
 - ServiceNow CSA | (In Progress)
 - Scrum Master | Scaling Agile
 - Six Sigma | AgilePM | PMI Generative AI for PMs
 - GDPR & NIS2 Compliance | Evergreen Alliance
 - Microsoft Power BI | Azure Fundamentals
 - Machine Learning | Stanford University
 - Google Project Management | Google
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Conferences & Forums

- Microsoft AI Summit 2025, Copenhagen
 - Intel Innovation Summit 2025
 - Saudi Council of Engineers – Online Courses
 - Global Project Management Forum (المنتدى العالمي لإدارة المشاريع)
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Languages

Arabic (Native) | English (Professional) | Danish (Fluent) | German (Basic)

Personal

Age: 38 | Married with three daughters | Open to full relocation to Saudi Arabia
Strong cultural alignment and passion for contributing to Vision 2030 via innovation in digital HR, ServiceNow, and AI.

Selected Internal Projects (Confidential Clients)

1. AI-Driven HR Process Optimization

Role: Led the design and implementation of AI-powered workflows to automate HR processes.
Impact: Reduced manual data entry by 85%, enhancing efficiency and accuracy across HR operations.

2. Compliance Framework Development

Role: Spearheaded the creation of a compliance framework aligning with GDPR and NIS2 regulations.
Impact: Achieved 100% compliance across multiple departments, mitigating legal risks and ensuring data protection.

3. ServiceNow HRSD Implementation

Role: Managed the internal deployment of ServiceNow HRSD modules to streamline employee services.
Impact: Improved service delivery times by 40% and enhanced user satisfaction through a centralized HR portal.

✓ Available for relocation and immediate engagement. References and portfolio available upon request.