



JONATHAN HARDING

Strategic HR Leader | Operations & Business Transformation Expert

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EXECUTIVE PROFILE

High-impact HR Professional with nearly 20 years of experience bridging the gap between **Human Resources and Finance**. Expert in scaling HR operations, organizational design, and complex payroll/benefits systems for multinational leaders like **PepsiCo, Lidl, and Continental**. Proven track record in driving business efficiency through data-driven HR controlling and strategic organizational development.

CORE COMPETENCIES

Strategic HR: Org Design, Change Management, Labor Law, Workforce Planning.

Operations & Rewards: Payroll Management, Comp & Ben, HRIS (SAP), HR Admin.

Financial Insight: HR Controlling, Budgeting, Reporting, Business Process Efficiency.

Languages: Serbian (Native), English (Fluent).

PROFESSIONAL EXPERIENCE

ProPosition | Owner and Lead Business Consultant |
2023 – Present

Leading strategic HR initiatives focused on business process efficiency, ERPs and organizational design.

Univerexport doo | Deputy HR Director |
2024 – 2024

Directed the development of HR processes and organizational efficiency for a major retail chain.

Continental | HR Operations Manager Serbia |
2022 – 2023

Headed HR operations including Payroll, Time Management, HRIS, and C&B Administration.

Lidl Srbija KD | Head of HR Services |
2021 – 2022

Led full-spectrum HR services: Payroll, Mobility, Org Design, and HR Controlling for a high-growth retail environment.

Delhaize Serbia | Comp. Ben & Org. Design Manager |
2019 – 2021

Managed organizational design and HR controlling while overseeing executive payroll and benefits.

PepsiCo (Marbo P.) | HR Ops Manager West Balkans |
2019 – 2019

Responsible for Payroll, Labor Law compliance, and HR Controlling across the West Balkans region.

UniCredit Bank Serbia | Senior Com. & Ben Specialist |
2016 – 2019

Developed advanced C&B tools and compensation practices for the banking sector.

NIS (Gazprom Neft) | Head of HR Planning |
2011 – 2016

Spearheaded HR Controlling and strategic reporting and analysis initiatives.

Sunoko / Nordzucker | Financial Analyst |
2008 – 2011

Built the foundation for financial controlling, analysis and reporting tools.

Sinalco / Purchasing Agent & Production Controller |
2006 – 2008

Developed Purchasing and Production Controlling Tools and Practices.

EDUCATION & TECHNICAL SKILLS

The Faculty of Economics, Subotica: Finance and Accounting (2000–2006).

Technical: SAP (FI, CO, HR), Advanced HRIS, Financial Modeling.

Licensing: Category B Driver's License.