Ruan Koekemoer

ERP & HR SYSTEMS IMPLEMENTATION

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PROFILE

Finance professional who implements ERP and HR systems and improves the processes that run on them, with hands-on experience across **Microsoft Dynamics 365 F&O**, **Dynamics AX 2012** and **OneStream**. I am the internal lead for our group's Dynamics 365 F&O rollout across South Africa, South America, the rest of Africa and Australia, and led the finance implementation in South Africa. I also designed and built **Workforce**, the group's HR system, and led its implementation and data take-on in South Africa, with South America and North America next.

FEATURED PROJECT

Workforce: the group's HR system

Designed, built and implemented · Master Drilling Group · 2026

One system for everything HR runs on, from the employee record and organogram to performance, talent and recruitment. Designed and built with the HR team, then taken live.

Implementation and data take-on: led the rollout in South Africa, including the finance implementation, loading and cleaning the employee, position, site and reporting-line data and reconciling it to Dynamics 365. South America and North America follow next.

- **People records**: employee files and documents, positions, sites, org charts, movements and transfers.
- **Performance**: the full cycle from goal setting through mid-year, calibration and final rating.
- **Recruitment**: vacancies, online application forms, a CV bank and interview scoring.
- **Self-service**: employees and managers see their own records, team and goals.
- **Headcount and cost**: salaries and headcount against budget per site, period by period.
- **Talent**: nine-box talent review, retention risk, succession and career planning.
- **Compliance**: medicals, certificates and renewals tracked per person in a compliance matrix.
- **ERP integration**: built to integrate with ERPs, including Dynamics 365 F&O, with org charts built from live project data.

EDUCATION

B. Financial Accounting
North-West University · 2020

ABOUT

I like understanding how systems actually work and I'm at home on Linux or Windows. I take ownership of deadlines and put in the hours to get things done properly.

CORE SKILLS

ERP Systems	Microsoft Dynamics 365 F&O · Dynamics AX 2012 · OneStream
Implementation	Process review and design · Group standardisation · Testing, go-live and post-go-live support
HR systems	HR system design and build · Employee data take-on · Performance and talent processes · Org design
Automation	Power Automate · Power Apps · Excel VBA · AI-assisted process automation
Reporting & BI	Power BI · Advanced Excel
Finance focus	General Ledger · Accounts Payable / Receivable · Intercompany · Financial consolidation · Xero · Sage

EXPERIENCE

Lead, Business Improvement & Implementation (Dynamics 365)
2025 – Present

Master Drilling Group

- Designed and built **Workforce**, the group's HR system, and led its **implementation, including finance, and data take-on in South Africa**; South America and North America follow next.
- Internal lead for the **Dynamics 365 F&O implementation** across the group, covering finance and logistics in South Africa, South America, the rest of Africa and Australia, taking each region from current process through design, testing and go-live.
- Led the **finance implementation and data take-on in South Africa**; South America and North America follow next.
- Reviewing and **standardising financial systems and processes** across the Dynamics 365 and AX 2012 landscape, so the group works one way rather than a different way per region.
- Introduced **AI tools into day-to-day finance work** to automate reconciliations, document handling and other repetitive tasks, cutting manual effort and turnaround time.
- Also responsible for the continued development of OneStream as the group's consolidation platform, bringing new entities and data sources on board.

System Administrator, AX 2012
2023 – 2024

Master Drilling Group

- Led an **intercompany automation project**, automating high-volume intercompany transactions from end to end and taking a lot of repetitive work out of the month-end process.
- Took ownership of the General Ledger module and the Accounts Payable / Receivable process, working through the detail and making practical improvements to the close.
- Part of the project team that implemented OneStream as the group's consolidation platform, covering build, configuration and testing through to go-live and the support that followed.

Financial Clerk
2021 – 2022

BKD Auditors

- Training contract handling day-to-day finance for a portfolio of clients, covering bank processing, taxation and the preparation of financial statements.

References available on request