

MARC SIJM

Senior Enterprise Data Architect • IT Governance Lead • Transformation Coach

Focus: IT Governance • Data Governance • Enterprise MDM • Team Mentorship (HSP)

CONTACT & PERSONAL DETAILS

- **Location:** Bilthoven (Utrecht Area / Hybrid)
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- **Availability:** 24 – 32 hours per week (Interim / Freelance / Contracting)

PROFILE: THE DIRECTOR & GUILDMASTER

With over 40 years of experience operating at the intersection of enterprise IT architecture, data governance, and organizational dynamics, I bring stability, direction, and transformational energy to complex data and IT environments. I am not an architect operating from an ivory tower, but a 'Guildmaster' who links heavy technical substance (MDM, Data Governance, Project Start Architectures) directly to human capital.

Utilizing my self-developed **Human System Protocol (HSP)**, I quickly diagnose underlying human and organizational dynamics. This enables me to de-escalate stalled projects, bridge the gap between Business, IT, and Compliance, and elevate solution architects and delivery squads to higher levels of performance.

CORE COMPETENCIES & ARCHITECTURE DOMAINS

- **IT Governance & Architecture:** Enterprise & Data Architecture, Master Data Management (MDM), Information & Metadata Modeling, PSAs & Solution Outlines, Impact Analysis.
- **Data Governance & Compliance:** Data Quality Frameworks, KYC/CDD, GDPR/Compliance, Vendor Selection & Proof of Concepts (PoC).
- **People & Transformation:** Human System Protocol (HSP), Mentoring & Coaching of Architects/Squads, Cultural & Behavioral Change, Systemic Dynamics.
- **Domains & Methodologies:** Financial Sector, Government Services, Agile/Scrum/SAFe, DSDM, BelInformed Case Management, Logistics & Legacy-to-Cloud.

COMPACT TRACK RECORD

Freelance & Technology Consultant | 2023 – Present

- **Focus:** *Digital Autonomy, Data Architecture & Innovation*
- High-level strategic advice on enterprise architecture, automation, and governance.
- Author of change and architecture methodologies (e.g., *IVDAVRA* and founder of the *Human System Protocol*).

Rabobank | 2014 – 2020

- **Role:** *Senior Business Architect / Data Specialist / Team Lead*
- **Enterprise Data & Governance:** Designed fundamental data models, metadata structures, and quality frameworks for global customer onboarding, risk rating, and KYC/CDD compliance.
- **Platform Integration:** Architectural direction over large-scale data migrations and integrations between CRM (M Dynamics) and the central CDI/MDM data hub (Initiate).
- **Mentoring:** Functional leadership and coaching of Azure/Power BI delivery squads and data analysts.

Dutch Tax Authorities (Customs) | 2012 – 2013

- **Role:** *Enterprise Architect / Project Troubleshooter*
- **Project Recovery:** Brought in to restructure and successfully launch a stalled, mission-critical legal/customs data repository project.
- Direct C-level advisory on design reviews, architecture strategy, and operational continuity.

Consultancy & Various Clients (KPMG, Springteam, PwC) | 2003 – 2013

- **Role:** *Senior MDM Architect / BI Consultant / Advisor*
- **KPMG:** Designed strategic management insights combining internal data warehouses with external business registries (Dun & Bradstreet, Bureau van Dijk).
- **Springteam:** Architecture and realization of an MDM Relation Manager middleware application within an SOA framework.
- **PwC:** Technical lead for enterprise portal development and authoring 'Statement of Direction' IT strategy docs.

Rabobank (Wholesale) & Mainframe Foundations | 1997 – 2008

- **Rabobank (2006–2008):** Pioneer in the bank's first global MDM/CDI initiatives.
- **IBM Europe / Logistics / Mainframes:** Led Y2K/Euro software conversions. Deep foundational understanding of data structures spanning from COBOL/Mainframe environments to modern cloud architectures.

EDUCATION & METHODOLOGIES

- **Education:** B.Sc. Civil Engineering (HTS) & Advanced Business Administration (Specialization: Logistics Systems) | Practical Diploma in Bookkeeping
- **Methodologies:** Agile Foundation, DSDM, Belnformed Senior Case Management
- **Coaching & Human Dynamics:** Creator of the Human System Protocol (HSP) | Certified Effortless Coach & PSYCH-K® Facilitator