Victor Edmonds

Enterprise HR Technology and HRIS Systems Expert Consultant
Final Stop Consulting LLC | Holly Springs, North Carolina
vedmonds@finalstopconsulting.com | 984-327-2229 | finalstopconsulting.com
ORCID 0009-0005-5759-5708

PROFESSIONAL SUMMARY

Consultant with fifteen years of professional experience, including enterprise systems consulting, HR technology, systems architecture, and large-scale implementation programs across finance, technology, entertainment, energy, and healthcare. Practice concentrates on Workday configuration, integrations, and the diagnosis and remediation of failed or degraded implementations. Evaluates technical decisions and implementation records and explains findings to technical, executive, and legal audiences. Workday Pro certified in Reporting, with a peer-reviewed research record in quantitative analysis, measurement, and transport processes.

AREAS OF EXPERTISE

- Workday HCM, Payroll, Benefits, Time and Absence, and Advanced Compensation
- ERP and HRIS implementation methodology, project governance, and professional standard of care
- Integration architecture, data integrity, reporting, analytics, and role-based security
- M&A workforce integration, data migration, open enrollment, and year-end compliance execution
- Root-cause analysis, post-go-live remediation, and forensic review of implementation artifacts

EXPERT CONSULTING EXPERIENCE

Retained in two legal matters involving recruiting practices, job postings, and the communication of compensation information to applicants; prepared an expert declaration in each. No deposition or trial testimony to date.

PROFESSIONAL EXPERIENCE

Founder & Principal Consultant, Final Stop Consulting LLC 2025 – Present

- Strategic advisory to HR and IT leadership on Workday decisions and their downstream impact across payroll, benefits, security, and compliance.
- Hands-on configuration, integration, and reporting delivery; risk identification and design stress-testing prior to deployment.

Practice Director, Stormloop Technologies 2022 – 2025

- Led the firm's Workday HCM functional practice; delivered engagements from staff-level development through C-suite strategy across entertainment, finance, oil & gas, transportation, and technology clients.
- Directed global priority engagements and organizational restructures; executed security overhauls, accelerated open-enrollment integrations, and year-end 1095-C and W-2 configuration for enterprise clients.
- Designed and deployed compensation-cycle, performance/talent-calibration, and job-architecture reclassification processes.

Sr. Workday Technical Analyst, Blue Cross Blue Shield NC 2022

- Technical analysis and configuration across HCM and Payroll; backlog resolution and core-process stabilization during high-demand periods.
- Built custom reports and calculated fields; performed cross-functional downstream-impact analysis to ensure data accuracy and compliance.

Technology Partner, Pinterest 2020 – 2022

- Functional and technical support across HCM, Payroll, Absence, and Advanced Compensation, maintaining system stability through high-volume cycles for a global workforce during rapid growth.
- Built and maintained integrations, custom reports, and calculated fields; supported annual performance calibration and compensation cycles for thousands of employees.

PROFESSIONAL EXPERIENCE CONTINUED

Workday Developer III, Sonoco 2020

- Designed and maintained integrations (EIB, Studio, XSLT 3.0) across HR, payroll, and third-party vendors; developed complex custom reports and BIRT layouts.

Sr. Workday Consultant, Santander Consumer USA 2019

- Functional and technical delivery across HCM, Payroll, Benefits, Time & Absence, Performance, and Advanced Compensation; supported a global Workday implementation in the integrations scope under strict compliance requirements.

HRIS Specialist, Vistra Energy 2018 – 2019

- Led Workday Benefits configuration and implementation during a major M&A, integrating a unionized workforce; executed full-scale data migration of benefit and payment elections under tight deadlines.
- Managed a passive open enrollment for the acquired workforce, resolving edge cases and ensuring compliance across union contracts and regulatory requirements.

HRIS Analyst, Dave & Buster's 2015 – 2018

- Administered PeopleSoft, ADP Workforce Now (Canada), and Kenexa ATS; delivered HR reporting and analytics supporting compliance and workforce planning.

Change Manager, IBM 2014 – 2015

- Managed IT change impacts across production and test environments; developed mitigation strategies and coordinated between project teams and senior leadership.

Operations Team Leader, JPMorgan Chase 2011 – 2014

- Led operations teams through account reconciliation, performance analysis, and audits; improved process quality through script-based reviews.

EDUCATION

Bachelor of Science, Computer Science | University of Louisiana at Monroe, 2014

CERTIFICATION AND PROFESSIONAL AFFILIATIONS

Workday Pro Certified (Reporting)
Research Scholar, Ronin Institute for Independent Scholarship 2.0
Member, International Society for the Systems Sciences

PROFESSIONAL PRESENTATIONS AND TRAINING

Provides technical training, architectural presentations, and executive briefings on Workday reporting, HCM configuration, integration design, data migration, and post-go-live remediation. Audiences include implementation teams, technical analysts, project steering committees, and executives at Fortune 500 and public-sector organizations.

PEER REVIEWED PUBLICATIONS

Edmonds, V. (2026). The Diagnostic Temperature Discrepancy as Evidence for Non-Maxwellian Coronal Electrons. The Open Journal of Astrophysics, 9. https://doi.org/10.33232/001c.161223

Edmonds, V. (2026). Multi-diagnostic convergence: a single measurement in weakly collisional plasmas. Open Transport, 1(1), 20260011. https://doi.org/10.1515/ot-2026-0011

Edmonds, V. (2026). The quiet-Sun DEM under kappa: diagnostic degeneracy and the failure of the conductive closure. Transport Phenomena, 1(2), 20260065. https://doi.org/10.1515/tp-2026-0065

Edmonds, V. (2026). Testing the precipitation-driven diffusion limitation hypothesis for declining methane uptake in forest soils. Biogeosciences, 23, 4821-4841. https://doi.org/10.5194/bg-23-4821-2026