
Richard Niver
Professional Recommendations

Manager, HRIS Shared Services
Fujitsu America • Sunnyvale, CA

“Richard provided great HRIS support and leadership during a very active period of HR systems consolidation for Fujitsu North American subsidiaries. He was very effective in managing customer relationships, and was an excellent manager and mentor for his HRIS team. Richard also has strong technical knowledge and ability.”

- Joe Svancara, *Director, Shared Services Project Management Office, Fujitsu America*
managed Richard indirectly at Fujitsu America • Sunnyvale, CA

“Richard is an outstanding individual who is passionate about putting forth the best possible effort, extremely organized and competent. Professional in his role as the Manager of HRIS, he demonstrated an ability to tackle challenges and find solutions. With Richards’s leadership and guidance his team exceeded the set expectations, very well respected by his counter parts and team. He was a pleasure to work with during his time at Fujitsu and one could not go wrong in hiring Richard.”

- Roger Sullivan, *Sr. Manager, Fujitsu America Inc*
worked directly with Richard at Fujitsu America • Sunnyvale, CA

Senior Manager, Principal Consultant
ARINSO International • Brussels, Belgium

“Richard helped develop the ARINSO PeopleSoft practice in the United States. His hard work paid off in several references for the practice. Richard also was instrumental in acquiring new business for the practice.”

- David Byrd, *VP Sales and Operations, Arinso*
managed Richard at ARINSO International • Brussels, Belgium

“Richard and I worked together as Principal Consultants and Senior Managers at ARINSO. Richard’s technical skills as a consultant contributed to our success in many complex client engagements. As a Senior Manager Richards experience, maturity and hard work contributed to the success of the consultants reporting to him and Arinso's PeopleSoft practice as a whole. I highly recommend him both personally and professionally.”

- Jim Grafton, *Principal Consultant, Arinso*
worked directly with Richard at ARINSO International • Brussels, Belgium

“Richard Niver is a detail and goal oriented manager. His organizational skills allowed multiple projects to proceed to successful implementations. His knowledge in the arena of IT consulting and project management is unsurpassed. It is my pleasure to recommend Richard to any prospective employer.”

- Christy Ware, *Presales Manager / Project Manager, Arinso*
worked directly with Richard at ARINSO International • Brussels, Belgium

“I have had the pleasure of knowing Richard through our work at ARINSO. Richard is extremely smart, insightful and has a great sense of humor. He was an excellent mentor and I welcomed his advice, counsel, and technical tips. His calm demeanor helped us through many stressful situations. I highly recommend him.”

- Tim Foley, *Senior Manager, ARINSO International*
worked directly with Richard at ARINSO International • Brussels, Belgium

Professional Recommendations

Project Manager and Senior Technical Consultant The Hunter Group, Inc • Baltimore, MD

“Richard successfully managed a complex PeopleSoft implementation. He met client expectations in-budget and on-time with small team and tight deadline. He took over the project midway through gap-analysis but transition was very smooth. He was well respected by clients and the team for his detail-oriented approach and problem-solving skills. Richard would be a great asset to any team or company.”

- Tushar Shah, *Systems Analyst, The Hunter Group*
worked indirectly for Richard at The Hunter Group, Inc • Baltimore, MD

“Richard has impressive project, people management expertise, as well as business experience and knowledge. He does have a strong work ethic and will ensure the project gets done. I would highly recommend Richard for any position. He would be an asset to any company's organization.”

- Sally Hood, *Regional Director, The Hunter Group, Cedar Crestone, Arinso International*
worked directly with Richard at The Hunter Group, Inc • Baltimore, MD

“Richard Niver is a wonderful resource for any organization. He has the number one quality in management, and that is the ability to get along with people. His knowledge in the arena of IT consulting and project management is unsurpassed. As a technical resource working for Richard during my consulting days with the Hunter Group, I have observed his professional style and terrific soft skills firsthand. I highly recommend Richard to any prospective employer.”

- Richard Bowles, *Sr Consultant HR Technical, The Hunter Group, Inc • Baltimore, MD*
reported to Richard at The Hunter Group, Inc • Baltimore, MD

“Richard was an excellent manager who successfully completed a large-scale implementation for a state government while managing a team of consultants and state employee resources during the time I reported to him. He showed strong communication skills, strategic planning, and tactical responsiveness during this challenging implementation.

Richard is a hands-on manager who engages with his team and leads by example. I am happy to give him my recommendation.”

- Nathan Schuck, *Consultant, The Hunter Group*
reported to Richard at The Hunter Group, Inc • Baltimore, MD

Project Manager and Senior Technical Consultant Annuncio Software, Inc. • Mountain View, CA

“Richard worked with my company on complex database project while he was with Annuncio and proved himself to have a strong sense of urgency, solid technical skills, and a willingness to take initiative and provide leadership on the project where appropriate. He would be an asset for any company.”

- Jeff Washburn, *Delivery Leader - InfoBase Data Products, Acxiom*
was with another company when working with Richard at Annuncio Software, Inc. • Mountain View, CA