

# Timothy HANLEY



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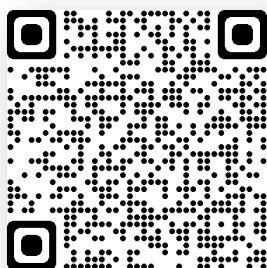
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Microsoft  
Partner



## Nationality

Ireland\* / United States\*

\* Dual passport-holder,  
eligible for employment in:  
European Union, UK, and USA

## Document versions

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*CV disponible en version française*

## Online Availability Schedule

*Click above for current availability*



## Professional Summary

*Timothy is an Identity Expert and Systems Engineer for Microsoft Technologies for both cloud and on-prem. He has been performing technical consulting services for some of the largest clients in their respective industries. His experience in architecture, design, implementation, deployment, management, support, and migration of Active Directory and Entra infrastructures with Microsoft and hybrid system environments has rewarded him with a diverse set of technical and professional accomplishments.*

## Keywords

Entra ID (Azure Active Directory), Active Directory, Microsoft 365, Identity, Security, French-/English-speaking

## Education

University of Southern California, Los Angeles, CA - USA

BS Electrical Engineering with Minor in Recording Arts May 1992 (French equivalent to BAC+5, Engineer)

### Professional Certifications and Training:

- **Microsoft Certified: Identity and Access Administrator** (SC-300)
- **Microsoft Certified: Security Operations Analyst Associate** (SC-200) *\*in process*
- **Microsoft Certified: Information Protection and Compliance Administrator** (SC-400) *\*in process*
- **Microsoft 365 Certified: Administrator Expert** (SC-300, MS-102)
- **Microsoft 365 Certified: Teams Administrator Associate** (MS-700) *\*in process*
- Microsoft Certified Systems Engineer: MCSE Windows Server (various)
- Microsoft Copilot for Office 365 (MS-4004 and Microsoft Partner Preparation Kit)

[Complete online transcript of completed professional exams and training available here.](#)

## Languages

English (native), French (bilingual), Spanish (conversational), Japanese (notions), Catalan (notions), Dutch (notions)

- Additional studies and practical language usage in multilingual and multicultural working environments (various languages)
- Multilingual computing experience, including multilingual website development

## Software/Systems

- Operating systems: (All multilingual implementations) Windows Server 2019/2016/2012/2008/2003/2000/NT; Windows-11/10/8/7/Vista/XP/2000/NT; Windows Mobile; Windows Embedded
- Mobile: iPhone, Android
- Systems Management: Microsoft InTune
- Directory abstraction: Quest Active Roles
- Cloud: Microsoft Azure (Entra ID, M365, Azure resources), AWS

- Virtualization Technologies: Microsoft Hyper-V, VMWare
- Storage Solutions: SAN (HP 3PAR; Hitachi), NAS (IBM, NetApp)
- Identity Management: **Entra ID Connect**, MIM 2016, FIM 2010
- Mail/Conferencing/IM: Exchange Online, Outlook 365, **Teams**, Zoom Enterprise Workplace
- Database: SQL Server
- Design: AutoCAD; Adobe PhotoShop, Illustrator, Creative Cloud Suite; Visio
- Office applications: Multilingual Microsoft 365: **Sharepoint, Outlook, Teams, OneDrive, Planner, PowerPoint, OneNote, Copilot**
- Financials: Bloomberg, Reuters, multicast networking
- Mainframe connectivity: AS/400
- Terminal Services: Windows Terminal Services, Citrix
- Development: PowerShell, HTML, Javascript
- Security: CrowdStrike, McAfee Antivirus, Kaspersky, Sentinel, Microsoft Defender for Microsoft 365/Endpoint/ Cloud Apps
- AI: **Microsoft Copilot for Office 365, Copilot for Security, Copilot Studio**

## Experience

### Identity and Microsoft 365 Expert - **Milieu Group** – Paris, FR (November 2024 – Present)

#### **Identity**

- Designed IAM (Identity and Access Management) and IAP (Identity and Access Permissions) for a client company utilizing advanced RBAC permissions, Administrative Units, and tags to implement the design.

#### **M365 and Azure Security**

- Installed and Configured Microsoft Sentinel and Microsoft Defender XDR (Defender for Endpoint/Cloud Apps/Cloud/M365). Managed KQL rule creation and resulting incidents and alerts.
- Implemented Microsoft Purview for compliance, Data Loss Protection, and Information Protection

#### **Development**

- Created an AI Copilot Agent for a Publishing client to promote its book by using the agent to instruct users how to approach problems as referenced in the book. Using Copilot Studio, the agent was designed to securely access public and private information to support its function.
- Developed software add-ins for Microsoft applications (Outlook)
- Created a website (www.gorkygateway.com) for a publishing client using html, java, publicity-producing meta tags, and website analytics for tracking customer visits.

#### **Business Activities**

- Participation in the Microsoft Partner Network giving insights and training for Microsoft licensing, Azure, Microsoft Teams, among others
- Participation in the Microsoft Cloud Solution Provider allowed training and experience with the details of Microsoft Azure including migration planning and Microsoft 365 building and integration models.
- Produced print and Internet media advertisements using Adobe Creative Cloud products (notably Illustrator and After-Effects) for a publishing client to promote its new book in four language markets.
- Identified and implemented corporate branding for Entra ID, Exchange, Teams (Premium), Zoom; created custom branded scenes and backgrounds.

### Microsoft 365 Engineer and Identity Expert - **Société Générale** – Paris, FR (May 2024 – November 2024) <contract, Milieu Group via ITNM>

#### **M365**

- Analysis of Microsoft AD, Azure AD, Office 365 (Teams, Sharepoint, and Exchange) user resources in preparation for tenant-to-tenant migration using Quest On-Demand Migration
- Contributed to documentation of evolving O365 and Azure AD landscape in the context of corporate merger
- Developed PowerShell scripts for Entra ID and M365 audits and migrations

#### **Identity**

- Assured access in a Multi-Tenant Organization

#### **Project Management**

- Trained on Jira and Confluence for SCRUM project management flows.

### Microsoft Integration Engineer - **Howden Group** – London, UK (at various sites in France) (January 2024 – May 2024) <contract, Milieu Group via Viva Resourcing>

#### **M365**

- Performed integration of multiple target French companies in a large acquisition action into a large (40k+ user) multinational insurance enterprise, oriented to Azure AD cloud environment.
- Performed in-depth audits of existing on-prem and tenant systems including Active Directory, Entra ID, Microsoft 365 (Teams, Sharepoint, Exchange), on-prem and SaaS applications, telephony, and networking.
- Reviewed Entra ID and Microsoft 365 usage for the acquired company and planned tenant-to-tenant migrations of OneDrive, SharePoint, Exchange, Teams, and SharePoint to the target tenant.
- Utilized tools including BitTitan's Migration Wiz and ShareGate to migrate data between Microsoft 365 entities.

#### **Identity**

- Integrated SaaS applications from acquired companies.
- Configured Microsoft Intune for mobile device management, enrolled Android and iPhone devices
- Developed PowerShell scripts for Active Directory and M365 audits and migrations

#### **Project and Team Management**

- Configured Teams Planner, and SharePoint sites for multiple migration projects to organize project tracking

### Microsoft Entra ID Consultant - **Clariane Group** – Paris, France (April 2022 – November 2023) <contract, Milieu Group via Helis>

#### **Identity**

- Consulted on the audit and design of a consolidated Active Directory, Entra ID and Microsoft 365 implementation of 6 separate countries comprising a total of 50,000 users.
- Participated in the integration of Azure resource creation for consolidated Veeam backup systems and Data Lake implementations.
- Developed PowerShell scripts for identity synchronizations

#### **M365**

- Reviewed and contributed to the submitted designs for Azure AD (Entra ID)/M365 infrastructure including RBAC designs for delegated administration and detailed M365 option configuration
- Participated in the review and development of MFA and Conditional Access Policies using FIDO2 keys, Microsoft Authenticator, and Temporary Access Pass authentication methods.

**Identity Engineer - EssilorLuxottica** – Paris, France (Créteil, FR) (October 2021 – March 2022) <contract, Milieu Group via SMC Consulting IT>

#### **Identity**

- Migration to Azure AD implementation for a 250,000-user global lens and frame manufacturer
- Contributed to the delegation of administration for Azure administrator role implementation
- Exposure to multi-tenant Azure implementation consolidation issues including Dynamics 365 and Chinese Azure implementations. Many tenant consolidations were performed as part of this activity.

#### **M365**

- Implement cloud services (Microsoft 365, custom applications) within a context of corporate merger between two global companies (Essilor – France, Luxottica – Italy)

#### **Project Management**

- Performed project manager role for a large portion of the Azure AD Connect infrastructure preparation
- Proposed new corporate naming conventions for cloud and on-prem environments
- Creation and update of documentation for Azure AD and Azure AD Connect

**Identity Engineer - BNP Paribas** – Paris, France (Montreuil, FR) (August 2021 – October 2021) <contract, Milieu Group via Consultance IT>

#### **Identity and M365**

- Audit of Azure AD and implementation for a 275,000-user global banking environment.
- Review and proposition of the delegation of administration for Azure administrator role implementation
- Implementation of new security standards for Azure administrator accounts
- Corrections of non-adherence to corporate naming conventions for the Azure environment
- Audit of ADFS configurations for smart-card authentication to Azure AD.
- Update and translation of documentation for Azure AD, Azure AD Connect, and ADFS.

**Identity Engineer - Plastic Omnium** – Paris, France (Nanterre, FR) (February 2021 – July 2021) <contract, Milieu Group via Exakis-Nelite>

#### **Identity**

- Development of PowerShell scripts for management of Azure identities. Produced guidelines for PowerShell administration.
- Implementation of delegation of administration for Azure administrators
- Design of trust relationship between client and its partner within strict networking access-controlled environment
- Use of and Configuration of Quest Active Roles environment (AD LDS and Exchange migration)
- Implementation of new security standards for Azure administrator accounts
- Definition of naming conventions for new Azure environment
- Created ADFS configurations for various business applications.
- Proposed and developed several migration plans for repatriating email services from an outsourced service

**Identity Engineer - Bolloré Transport and Logistics** – Paris, France (Puteaux, FR) (October 2017 – January 2021) <contract, Tek Systems>

#### **Identity**

- Maintenance, modification, and troubleshooting of identity management systems in a multi-forest, cloud-integrated global environment (Azure AD Connect, MIM2016, FIM 2010) of 35,000 users
- Migration of legacy Active Directory infrastructure to consolidated WS2016 AD forest
- Upgrade of legacy forests from Windows Server 2012/2008R2 to WS2016
- Optimization of network topology for multiple AD forests (450 sites)
- Infrastructure preparation for global AD migration
- Integration of networking equipment (VPN, Proxy) into Active Directory infrastructure.

#### **Security**

- Analysis and implementation of directory security

#### **M365**

- Implementation of automatic group-based licensing for Office365 clients in Azure Active Directory
- Development (PowerShell) of administration tools for enterprise management
- Supervision of AD Federation Services (ADFS) for O365 authentication

**Windows System Architect - La Poste** – Paris, France (Saint-Quentin-en-Yvelines, FR) (May 2017 – September 2017) <contract, Synapsis>

#### **Identity**

- Integration of legacy business units into consolidated national environment
- Migration of 5000 users and computers into 90000 user environments

**Windows System Architect - CEGEDIM** – Paris, France (Boulogne-Billancourt, FR) (February 2017 – May 2017) <interim, Robert Half International>

**Identity**

- Corrected and optimized a multi-forest, multi-domain high-security environment (medical information) Realignment of Windows Systems (including Active Directory, SCCM, Exchange, Lync) following sale of business division.
- Integrated UK and US businesses into corporate environment (Active Directory, SCCM, Exchange, Lync)
- Merge of WSUS service into existing SCCM architecture

**Expert Active Directory Zodiac Milpro** – Paris, France (December 2016) <contract, D-FI Services>

**Identity**

- Performed Active Directory cleansing process using internally developed PowerShell tools
- Prepared for multi-domain migration and consolidation project

**Technical Systems Architect, Expert Active Directory - Tarkett Groupe** – Paris, France (La Défense, FR), France (November 2015– August 2016) <contract, Nelite>

**Identity**

- Designed a consolidated multi-forest, multi-domain AD system architecture for the global enterprise (12,000 users, 205 sites globally)
- Analyzed system infrastructure of countries for migration planning and implementation using scripted data acquisition methods (PowerShell 4.0)
- Streamlined replication and authentication systems for faster authentication and improved fail-over
- Interfaced Active Directory (WS2012R2) with on premise systems (OpenText DS) and cloud-based (AWS) services
- Performed corrections and enhancements of infrastructure (DHCP, DNS)
- Created architecture for external authentication systems (ADFS)
- Prepared environment for future Windows-10 and Windows Server 2016 compatibility

**Systems Architect/Migration Technical Team Lead - Publicis Groupe** – Paris (Saint-Denis), France (October 2014 – October 2015) <contract, PS Ingénierie>

**Identity**

- Performed troubleshooting of Active Directory at global, regional, and country levels
- Completed technical design of the migration process for the European (EMEA) Active Directory migration, management centralization, and data consolidation project (27 countries, 20,000 workstations, 1000 servers) using ADMT 3.2 and in-house developed tools
  - Creation and implementation of project plans
  - Management of design documentation and versioning
  - Validation and improvement on methods, processes, and standards
- Analyzed server, workstation, and infrastructure of countries for migration planning and implementation using scripted data acquisition methods
- Implemented new centralized infrastructure architecture elements including Infoblox; Microsoft WS2012R2 DNS, DHCP; Linux DNS, DHCP)

**Development**

- Automated processes (PowerShell, VBScript) for industrialized deployment

**Systems Architect/IT Infrastructure Team Lead - Alstom Grid** – Paris, France (Massy, FR), France (March 2013 – October 2014) <contract, Alter Solutions>

**Project and Team Management**

- Coordinated a team of engineers to design, document, and implement IT infrastructure solution for an electrical grid transmission control system for a European country. This coordination included creating project plans and document management for multi-phase government contract
  - Creation and implementation of project plans
  - Management of design documentation and versioning, and client approval
- Presentation of designs to management and technical audiences for the client and internal entities

**Identity/Systems**

- Designed the multi-forest AD Infrastructure for a software solution which controls electrical transmission systems. This infrastructure included: Windows Server; DNS; PKI; Remote Desktop Services and thin client solutions (Windows embedded)
- Utilized PowerShell scripting tools to automate the directory creation and architecture implementation (including directory structure, sites, site links, GPOs, and password policies)
- Managed the design and integration of other elements of the system including Linux; VMWare; SAN (HP 3PAR 7400); Monitoring (SCOM, Splunk); Management (SCCM, Red Hat Satellite, Spectrum); Database (SQL, Oracle).
- Managed the specification of hardware and software as well as the installation of system infrastructure for physical servers, virtual servers, and storage devices (SAN).
- Implementation of smart-card security

**Systems Architect - Steria** – Paris, France (Issy-les-Moulineaux, FR) (June 2010 – December 2012) <contract, Blue Soft>

**Identity/Systems**

- Designed the target multi-forest, multi-domain Windows Server 2008R2 Active Directory and accompanying systems infrastructure for the internal client (20,000-user corporation spanning 16 countries and 77 sites including near-shore and off-shore operations).
- Utilized PowerShell 2.0 scripting tools to automate the creation and assignment of security and the automation of the creation of much of the supporting architecture

- Analyzed existing architecture for preparation for migration to new target infrastructure which included new elements of Active Directory, DNS, DHCP, Certificate Services, IP-Sec, Federation Services,
- Consulted on the customization of the directory schema to support automated management of the environment and integration with business applications
- Implemented Network Access Protection (NAP) for wired and wireless access (802.1x)
- Performed AD integration tasks for dependent technologies including FIM, Office365, SCCM2012, Lync 2010, and Exchange 2010.

**Systems Architect - BNP Paribas** – Paris, France (Montreuil, FR)/International locations (April 2010– June 2010)  
<contract, Neurones>

**Technical Consulting**

- Participated in a pre-study of Windows 7 and Windows Server 2008R2 infrastructure rollout for the BNP Paribas Group (Banks and financial institutions worldwide totaling 250,000 workstations)
- Analyzed workstation and application data collected throughout the organization to propose cost-effective implementations including TCO and ROI calculations
- Proposed multiple implementation scenarios for multi-domain, multi-forest WS2008R2 Active Directory, App-V, SCCM 2007 to deliver the new Windows-7 workstation platform and the supporting WS2008 infrastructure.

**Systems Architect - Nufarm** – Paris, France (February 2010 - February 2010) <contract, Neurones>

**Systems**

- Design of multi-tier WSUS 3.0 solution for Northern European region (9 sites across Europe, North Africa), addressing multi-site and multilingual issues.
- Implementation of AD security delegation and GPO implementation to support server and workstation solution

**Systems Architect - EDF** (Electricité de France) - Paris, France (November 2009 – December 2009) <contract, Data CEP>

**Identity/Systems**

- Designed and proposed several alternative architectures to provide a solution for the campus locations which is coherent with the overall consolidation project including desktop refresh and server update
- Produced proposals for NAS storage solutions (up to 30 TB), VMWare server hosting (ESX 3.5), SCCM 2007, SCOM 2008, Windows Server 2008.
- Analyzed several large campus locations (2000 – 7000 users each) with respect to network capacity, storage requirements, and technical constraints, and local constraints

**Systems Architect (AD)/Principal Engineer - Nissan Europe** – Paris, France /Pan-European locations (May 2003 – September 2009) <contract, Consort NT>

**Identity**

- Designed and supported Windows 2003/2008 AD and Infrastructure for 39 EMEA sites (9000 users)
- Planned (Technical Project Manager) and executed (Primary Engineer) server and workstation migrations
- Trained and managed admin staff to support the infrastructure migration and to maintain corporate policies

**Management**

- Collaborated with global teams for the Nissan worldwide corporate Active Directory 2003 and Exchange 2003 infrastructure and security design (Japan, North America, and European regions—90,000 users total)
- Designed group policy strategy for Nissan Europe (EMEA)
- Installed and configured servers for data centers and remote site locations
- Coordinated integration of Smart-card login, Single-sign-on application authentications, meta directory implementations (MIIS, Novell eDirectory), SMS 2003, Exchange 2003
- Supported common multi-language workstation image platform

**Architect/Engineer - Milieu Network Architects** – Chicago, IL (May 1999 – March 2003)

*Client Projects  
Included:*

*Microsoft Corporation  
Starbucks Corporation  
U.S. Senate  
McHugh Construction Company  
Banque de Montréal*

*Proven Solutions Staffing Companies  
Arlington House International Youth Hostel  
International Language Services  
Powell/Kleinschmidt Interior Architects*

**Identity**

- Creation of Milieu Network Architects, service company for systems and network design and support
- Designed server and network architecture on Microsoft platform conjunction with existing UNIX, Novell, and mainframe networking infrastructures
- Managed full life-cycle projects including procurement of materials and services; coordination of projects with client business goals; training and management of system administration; managed ROI expectations
- Analyzed security structures and network infrastructure for networking, messaging, webhosting, internet access, and remote-access clients
- Consulted on telecommunication decisions for voice and data integration scenarios
- Created automated software installation scripting for software distribution (SMS, Windows Installer)
- Customized solutions for database integration and financial data (various FE/BE multi-platform solutions)

**Server/Infrastructure Engineer - Bank of Montreal / Harris Bank** Client-Server Support – Chicago, IL (November 2000 – February 2001) <Contract, Digital Staffing>

**Identity**

- Built, installed, and configured Windows server platforms
- Supported datacenter and branch-office application servers
- Consulted network rollout of corporate Active Directory



**IS Director/Senior Systems Engineer - American Health Information Management Association** – Chicago, IL (April 2000 – August 2000) <Contract, RHI Consulting>

**Identity**

- Designed corporate security infrastructure including remote access, internal file security, web access and Exchange internal security functions for multi-OS environment
- Engineered and managed Novell Netware to Windows migration project including Active Directory design
- Produced network diagrams and documentation for server and systems infrastructure

**Network Architect - Black Dog Design** – Chicago, IL (May 1999 – March 2000) <Consultation, Milieu Informatique>

**Networking**

- Designed and implemented the systems and network infrastructure and server implementation for a web services and hosting company

**Systems**

- Implemented email migration from UNIX Sendmail to Exchange server migration
- Expansion of web server environment and integration of eCommerce services
- Designed router-based and software-based firewall and RAS implementations
- Established structured disaster-recovery systems

**Windows Server Consultant - Skidmore, Owings, & Merrill Architects** – Chicago, IL (April 1999 – May 1999)

<Consultation, Milieu Informatique>

**Systems**

- Provided Windows, UNIX, and Macintosh server and client support for architectural graphics processing and business systems.
- Supported, configured, and optimized Windows servers

**Field Deployment Site Team Lead - CNA Insurance** – Chicago, IL (August 1998 – March 1999) <Contract, Tek Systems>

**Project and Team Management**

- Led teams consisting of between 2 and 20 system engineers in the installation of the corporate computing environment at 20 US and Canadian branch offices (among 139 offices, 27,000 users in total)

**Systems**

- Implemented the support of the Windows network implementation; upgrade to Exchange Server messaging; SMS server implementation; installation of 300+ proprietary and non-proprietary applications
- Converted existing clients from token-ring network infrastructure to Ethernet
- Planned and executed the migration of up to 400 computers per site.

**LAN Support Technician - Bear Stearns Investments** – Chicago, IL (May 1998 – July 1998) <Milieu subcontract, Sierra Systems>

**Systems**

- Administered/supported multi-domain NT4 platform environment utilizing real-time financial software (ADP), mainframe connectivity, and groupware for stock brokerage/clearing house (600 users)
- Employed manual, imaged and SMS-driven upgrades and installations of HP workstations
- Performed remote administration of servers and workstations

**LAN Administrator - Bank of Montréal / Harris Bank** – Chicago, IL (July 1997 – May 1998) <Contract, Tek Systems>

**Systems**

- Performed installation, configuration, and remote support of servers and workstations
- Facilitated LAN/internet/intranet usage and integration with software applications in network environment of 300+ servers, 7000+ users total (Chicago locations only) with direct responsibility for ~400 users.
- Participated in corporate roll-out of new computer systems and operating systems

**Help Desk Analyst - Deloitte & Touche LLP** – Chicago, IL (February 1997 – July 1997) <Contract, Aerotek>

**Support**

- Provided end-user support for all company software to 1500+ user base located across four company locations. Support included desktop, remote connection, and phone support.

**Process Engineer - Sony Electronics, Inc.** – San Diego, CA (December 1995 – September 1996) <Contract, Adia>

**Technical Administration**

- Administered production changes for manufacturing of network storage peripherals (CD-Recordable, CD-ROM, Magneto-Optical Jukeboxes, Digital Cinema Processing equipment) in ISO 9000 system including documentation control and instruction of production crew.

**Mobility**

**Willing to travel or relocate.**

- Eligible to work without visa in European Union and in the United States.
- Willing to work globally with mobility up to 90%.
- Remote working optional.
- Local work (currently Paris) accessible with public transportation only.