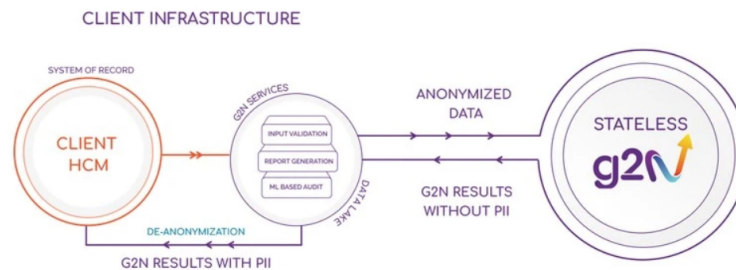


Mercans Technology Leaders Share Insights on Global Payroll Advancements



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Senior Leader of Mercans unveiled their strategy to transform global payroll through instant calculations and seamless integrations. Short-term goals include North American expansion, strengthened compliance, and enhanced data security. Mercans plans to develop cloud-native infrastructure with AI capabilities for competitive advantage in the market.

London, England, United Kingdom, April 4, 2025 -- [Mercans](#), a leading global payroll solutions provider, recently hosted a comprehensive interview with its top technology leaders, Andre Voolaid, chief technology officer, and Eero Plato, global head of engineering. The discussion highlighted Mercans' technological progress and strategic plan for the next five years, focusing on changing the payroll field with forward-thinking solutions.

Mercans leads the payroll technology field, applying its knowledge to simplify complex processes for clients worldwide. The company builds its technology on three core principles: global coverage, seamless data processing flow, and effortless integration with major Human Capital Management (HCM) providers like SAP, Dayforce, and Workday. This method allows Mercans to deliver a global solution while addressing country-specific exceptions, distinguishing it in the industry.

Strategic Vision and Technological Roadmap

Over the next five years, Mercans will evolve from a payroll service provider to a comprehensive payroll technology platform. This transformation involves streamlining customer processes and creating user-friendly and efficient systems.

A key technological goal is making payroll calculations instant, automating the process so that changes in employee data trigger immediate recalculations. Furthermore, Mercans integrates Artificial Intelligence (AI) and Machine Learning (ML) to enhance automated payroll validations and anomaly detections.

"We focus on becoming a true payroll technology provider, not just a service-based company," noted Eero Plato. *"Our plan includes providing payroll calculation capabilities to HCM providers, positioning us as a solution provider in the payroll sector."*

Mercans plans to expand its market presence, particularly in the U.S. and North America, which remain underrepresented in its portfolio. Despite the complexity of these markets, the company anticipates substantial growth opportunities over the next five years. Currently, Mercans maintains a strong presence in Western Europe, Latin America, and the Middle East.

Global Compliance and Infrastructure Development

Handling diverse global regulations is a critical aspect of Mercans' operations. The company accomplishes this through local proficiency and a specialized compliance mechanism. Integrating compliance development into its software development process enables Mercans to maintain regulatory accuracy across over 100 countries. This method permits rapid adaptation to changing regulations, upholding compliance and security for clients worldwide.

Andre Voolaid, chief technology officer, emphasized the importance of compliance in payroll services: *"Compliance forms the very basis of payroll. We handle these challenges by combining local competence with a dedicated compliance mechanism, keeping us up-to-date with evolving regulations."*

Regarding technology infrastructure, Mercans has transformed substantially. Initially, the platform operated without cloud capabilities, but in 2021, it transitioned to a private cloud solution. The year 2023 saw Mercans evolve into a cloud-native platform using Kubernetes, enabling greater efficiency and scalability. This infrastructure allows Mercans to customize solutions for clients, offering both private cloud and public cloud options like AWS.

Talent Management and Data Security

Mercans has been concentrating on offering challenging and creative projects to attract and retain top engineering talent. The company is searching for skill sets and experience globally rather than focusing on specific regions. This technique, combined with flexible work arrangements and continuous policy reviews, helps maintain a connected workforce.

While continuing to advance and expand, Mercans remains steadfast in protecting client data. The company follows all security standards, utilizing AI-based data anonymization processes and strict access controls. Mercans prioritizes data minimization, ensuring that only necessary data is captured and processed for payroll calculations.

Eero Plato observed, *"Our goal is to streamline payroll processes for our clients while maintaining compliance and security. Through the application of the latest technologies and integration of AI and ML, we position ourselves to transform the payroll industry."*

Visit the Mercans [website](#) to learn more about their advanced payroll solutions.

About Mercans

Mercans, a global leader in payroll technology solutions, has evolved from a managed services company to a comprehensive payroll technology provider over the past two decades. The company offers a unique single-codebase platform that supports delivery models like SaaS, managed services, and BPO across more than 160 countries. Mercans' focus on innovation, including AI and machine learning integration, positions it as a trusted partner for multinational corporations and fast-growing enterprises seeking efficient, compliant, and secure payroll solutions.

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