

A fairer way to decide who leaves early.

I initiated VTO Manager after repeatedly seeing frustration around early-departure allocation during my Amazon France internship.

BEFORE

A race for a place

Departures were announced informally. Interested operators left their workstations to secure a spot. Arrival order mattered; previous requests did not.

THE DESIGN RESPONSE

Priority with a reason

Use departure history, explicit business rules and operational constraints to recommend a selection. A supervisor reviews the decision and confirms actual outcomes.

VTO = voluntary time off. This edition focuses on early departures.

My role: root cause analysis, business-rule design, piloting and user documentation. I used AI tools to help develop the interface and implement the application.

Build around operational reality.

The challenge was making a consistent decision model usable within existing processes, teams and data sources.

01

Find the causes

Map the tensions, constraints, conflicting needs and edge cases the first-come process ignored.

02

Formalize the rules

Use history to inform priority while preserving coverage, qualifications and linked carpool requests.

03

Fit the environment

Adapt to shifts, team changes, employee turnover and privacy requirements. With no server, the original used shared JSON storage.

04

Pilot and hand over

30-40 VTO events over 6+ weeks, within a shift of up to 120 people. Stable release and 50+ page guide shared with managers.

Follow a decision from start to finish.

The public-facing edition preserves the operational journey, with an editable example already prepared for the visitor.

01 Prepare

Review 24 scheduled employees and 8 volunteers.

02 Check constraints

Inspect a carpool and two minimum-staffing rules.

03 Calculate & review

Request 4 departures; inspect ranking and any relief plan.

04 Confirm

Approve operational changes and record actual departures.

Explore further: employee profiles, departure history and the 14-chapter wiki. Reloading restores the synthetic example; changes stay within the session.

Turn event history into questions.

Added for the portfolio after the operational project: compare supply, employee interest and actual outcomes. Every figure below is synthetic.

144

synthetic employees

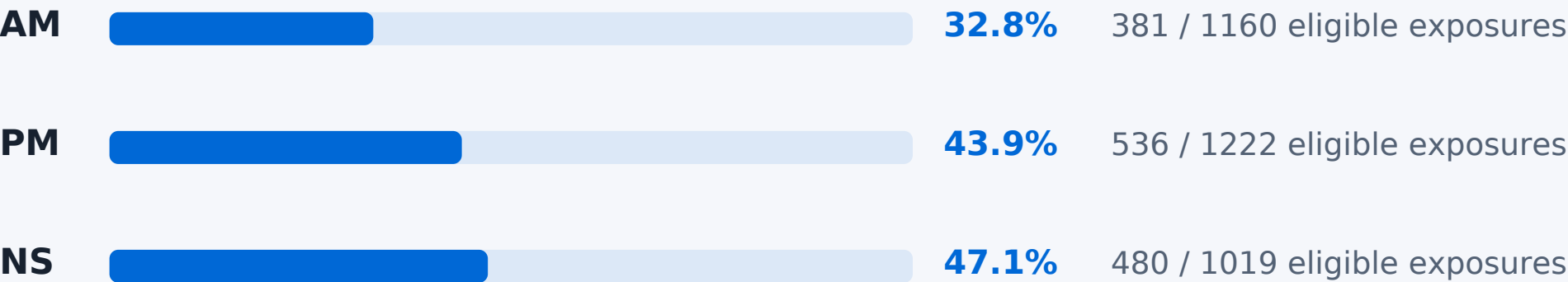
209

historical events

56 days

analysis window

Which shifts attract more interest?



A weighted participation rate prevents a larger shift from appearing more interested simply because more people received offers. Weekly trends, weekday comparisons and outcome proportions are linked to their underlying events.

Less pressure. Clearer decisions.

Observed during the professional pilot. These outcomes are separate from the synthetic data used in the portfolio demo.

ON THE FLOOR

No need to rush for priority

Operators no longer needed to leave their work area to secure a place. I observed a substantial reduction in frustration and received positive feedback about decision clarity. This change was not measured quantitatively.

ADOPTION & HANDOFF

A documented stable release

I was the main pilot user; some supervisors on my shift were trained. All site managers received the stable version and illustrated guide. This handoff does not establish verified daily adoption across every shift.

Explore the project and live demo

The demo uses synthetic records and adapts the existing engine; it is not an independent rewrite. Analytics was added later. The wiki documents rules and known limitations. The current edition has 26 passing automated tests.