**Curriculum Vitae**

**Johannes Steyn**

**Profile**

* SAP Project Manager - SAP FI and HCM ECC6 Certified.
* Expertise in the Banking, Utilities, Mining, Defence, Consulting, Logistics, Insurance, FMCG, Technology, Manufacturing and Pharmaceutical Sectors, with multiple full lifecycle implementations for multinational, multicultural companies in EMEA.
* PMBOK based Project Management Certificate in Information Technology Project Management.
* Experienced Project Manager, with a proven track record, ensuring project delivery of core deliverables on time and to budget.
* Overall management of internal and external stakeholders, business, external third party service suppliers, and offshore teams for global deployment projects.
* Manage each process of the lifecycle, efficiently and to expectations, from the business analysis/ requirements/ Blue Print phase, through to Development/ Configuration, Quality assurance, financial funding, spending, forecasts, budgets, Data Migration, Operational readiness, Change Management, Business Processes, Cutover and transition to support, on large-scale multi-country projects, with international blue chip companies, using PMBOK, Prince2 and ASAP methodology.
* Familiar with the working cultures in Europe, Asia and Africa.
* Manage multinational projects in The Netherlands, Belgium, Germany, The United Kingdom, Asia and South Africa.
* Effective and positive team player known for contributing effective solutions as well as technical ability to deliver against milestones in a cost effective and fit oriented environment.
* Personable professional whose strengths include cultural sensitivity and an ability to build rapport with a diverse workforce in multicultural and diverse settings.
* Coach, Support and Mentor team members to achieve the agreed project deliverables in the agreed timeframes.
* Excellent interpersonal, facilitation, negotiation, relationship building and client facing skills.
* Ability to influence effectively at Senior Management level.
* Able to communicate with end-users, stakeholders, third party suppliers and management at any level.
* A very high level of oral and written communication skills, demonstrated by writing numerous manuals, technical specifications, doing extensive user training, presentations, reports and project plans.

**Education & Qualifications**

**UNISA**

Information Systems 1 - 1993

**Alberton High School**

Grade 12 - 1976

**Certification & Courses**

**The Expert Group**

Prince2 - 2011

**SAP Academy**

* SAP FI Certification - 2009
* SAP HCM Certification - 2008

**University of Johannesburg**

Information Technology Project Management - Certification – PMBOK - 2001

**Languages**

English: Native / Dutch: Speak / German: Basic

**Employment History**

**EPI-USE – South Africa August 2015–August 2015**

**SAP Project Manager**

**SAP HCM Project**

**Responsibilities:**

**SAP HCM Project**

Managed the SAP HCM Blueprint phase incl. risks, issues and gaps to a fixed budget and time frame before the end-client requests new proposals for the implementation.

**Clicks Group – South Africa Jan 2015–July 2015**

**SAP Project Manager**

**SAP ECC6 Implementation Project**

**Responsibilities:**

**SAP FI / CO Project**

Implemented a greenfield SAP Project, Legacy systems to SAP. Was responsible for accomplishing the project objectives within the constraints of the project. Involved with resource management planning, controlling and monitoring, as well as managing and directing the assigned project resources to meet project objectives. Planned and defined scope, activity planning, scheduling. Managed change and business process changes. All standard SAP processes were implemented incl. Order to Cash (OTC), Source-to-Pay (STP) and Record to report (RTR). Was responsible to the project stakeholders for delivering a project’s objectives within “triple constraints”—project scope, time and cost, as well as quality, for a successful implementation. Build and maintained the project management information library. Was responsible for identifying, monitoring, and responding to risk and issues via a mitigation and contingency plan which ensured that the project was not derailed. Held regular steering committee meetings where progress compared to the plan, risks, issues, mitigations and budgets were discussed.

**Dimension Data – South Africa Dec 2013–November 2014**

**SAP Project / Delivery Manager**

**SAP ECC6 Integration Project / SAP Delivery**

**Responsibilities:**

**SAP FI / CO / MM / SD / PS / PA / SCM / WM Project**

Implemented a greenfield SAP Project, Legacy systems to SAP. Developed a detailed WBS project plan. Lead Integrated Design across FI / CO / MM / SD / PA and PS functional streams, relative to the scope of the project. All standard SAP processes were implemented incl. Order to Cash (OTC), Source-to-Pay (STP) and Record to report (RTR). Managed and tracked the detail project plan and schedule to ensure the project remained on schedule. Developed Communication, Risk and Cutover Plans. Comprehensive budget, change, stakeholder, resource, business, integration, data migration, training, quality, risk and issue management.

Managed the project team to deliver the project to scope, budget and to the timeframe. Identified, tracked and controlled all risks associated with cost, resources, quality, schedule, and the technical aspects of the project. Reported weekly progress compared to the plan, documented risks, issues and mitigations.

**SAP HCM Delivery**

Extensive stakeholder management and integration. Primary contact point for the customer to address any issues or additional requirements. Managed small and mid-level implementations and change requests with functional teams of internal and external resources. Managed the deadlines and tracked the projects and changes on a daily and weekly level. Ensured business continuity by resolving incidents as soon as possible, analysed problems and trends, proposed and planned the implementation of the solutions.

**Projects**: - Enterprise Compensation Management (ECM) – Extensive modifications, Performance Management, Talent Management and Personnel Development. Migrated the HCM Infrastructure landscape and implementing the latest SAP Portal version.

**Barnstone Consulting – South Africa Jun 2013–Dec 2013**

**SAP Project Manager**

**SAP Mining ECC6 implementation**

**Responsibilities:**

Managed the SAP FI / CO / MM / PM / PS / SCM Blueprint workshops to a fixed Budget and Timeframe. Consulted and held various workshops on the functionality available in additional SAP modules for future implementations and expansions.

**AngloAmerican – South Africa Jan 2013–May 2013**

**SAP Business Data Manager**

**SAP ECC6 implementation**

**Responsibilities:**

SAP FI/ CO/ PS/ PM/ MM/ SD/ PP/ PA / QM / SCM re-implementation project. Defined the data conversion and cleansing strategy. Compiled the Data integration and conversion design documents. Finalised the project SOW for vendors to quote on ETL for all modules. Evaluated proposals and did the final recommendation. Identified, monitored, communicated and reported on data cleansing issues, risks and progress.

**Nambiti Technologies – South Africa Jun 2012 – Dec 2012**

**SAP Project Manager**

**SAP IS-U Migration and Integration Project**

**Responsibilities:**

Data Migration and integration of Magalies Water into The City of Tshwane for the SAP IS-U system for the Integration into SAP FI/CO, PM, PS, EHS, SCM, HCM and SAP AM. Held various workshops with the stakeholders regarding requirements, integration and expectations. Duties included project scoping and managing the completion of the core deliverables which were delivered on time and to budget.

Comprehensively managed third party and business stakeholders. Developed Communication, Risk and Cutover Plans. Escalation point for the resolution of cross-functional integration issues. Delivered comprehensive Project management support and leadership to development, functional and business teams for the successful integration into the SAP system.

**Swicon360 – South Africa Apr 2011 – Apr 2012**

**Senior SAP Project Manager**

**SAP HCM ECC6**

**Responsibilities:**

Delivered two full life cycle greenfield SAP HCM implementations, which included Organizational Management, Personnel Administration, Time Management, Recruitment, Training and Event Management, Payroll, Compensation Management, Performance Management, Talent Management, Personnel Development, Solution Management, Reporting and ESS / MSS, for a Manufacturing and FMCG company. Legacy systems to SAP. Scoped the project, oversaw and ensured project timelines were delivered on time and to budget. Created and controlled RICEF requirements. Overall accountability for the profitability and success of the project. Comprehensive budget, change, stakeholder, resource, business, integration, data migration, training, risk and issue management in complex business change environments.

Managed all phases of the SAP HCM implementations. Was the primary contact point for the customer to address special requirements and to identify and resolve issues.

Created and executed the overall WBS project plans, Communication, Cutover, Resource, Financial, Change management, Operational Readiness and Deployment Plans on multiple projects to meet quality and cost objectives.

Ensured process and technical integration during testing and cutover activities as well as end-to-end integration into downstream systems. Created Post Go Live and Support Strategies. Mentored and developed team members to reach their maximum potential to achieve project milestones and core deliverables.

**Barclays Bank PLC – South Africa Jul 2010 – Mar 2011**

**Payroll Delivery Manager for Barclays Africa (Ghana, Zimbabwe, Uganda, Egypt, Tanzania, Botswana, Kenya and Zambia)**

**SAP HCM ECC6**

**Responsibilities:**

Managed and executed the delivery of Payroll Interfaces for Barclays Africa. Coordinated with local and global teams via country coordinators, global technical team, offshore delivery teams in Philippines, Malaysia, local IT teams, local HR and the payroll vendors in various countries. Coordinated the provision of relevant input from various countries to enable effective completion of the Design and Build phases of the interfaces. Prepared detailed work breakdown structures (WBS) project plans. Managed data migration from the legacy systems and instilled shared accountability for achieving project milestones with the various teams. Created and executed Change management, Cutover, Operational Readiness and Deployment Plans for the various countries as well as Post Go Live and Support Strategies.

**NATADA Systems – South Africa Nov 2009 – Jun 2010**

**SAP Learning and Development Consultant**

**SAP ECC6**

**Responsibilities:**

Trained users in SAP business processes and functionality for FI / CO / PA / AP / AR/ WM/ SCM / IM and HCM (PA, PD, OM, Talent Management, Reporting, ESS and MSS) for SABMiller PLC and wrote the training materials for various courses.

**MERCK EMEA / HCL - Belgium Nov 2008 – Sep 2009**

**SAP Project / Integration Manager**

**SAP HCM ECC6**

**Responsibilities:**

Responsible for the SAP HCM implementation for Organizational Management Personnel Administration, Time Management, Recruitment, Compensation Management, Performance Management, Talent Management, Personnel Development, Reporting and ESS / MSS. Responsible for the remediation of Payroll and Downstream systems, in EMEA. Engaged with vendors and construction managers in countries to align interface strategies. Acted as a liaison among stakeholders, the global ERP team, and project development teams to ensure effective project coordination among participating groups. Conducted various workshops on SAP functionality, configuration, data migration and reporting options to access business risks for each country. Managed data migration from the legacy system to SAP HCM. Managed the end-to-end integration to the various downstream systems in complex business change environments. Ensured process and technical integration during testing and cutover activities. Created the overall Project, Communication, Change management, Cutover, Operational Readiness and Deployment Plans and monitored progress to meet deadlines for various countries.

**IBM – Netherlands Sep 2008 – Oct 2008**

**Senior Technical Consultant**

**PeopleSoft HCM**

**Responsibilities:**

Created a high-level design and Project Plan for Project Board acceptance. Consultant on the Job Career Framework, Career Planning, Capacity Planning and Succession Planning implementation and the integration project.

**ING – Netherlands / NGA – Philippines Oct 2005 – May 2008**

**Offshore Project Manager / Senior Consultant**

**PeopleSoft HCM**

**Responsibilities:**

Project Manager / Consultant, on the PeopleSoft HRMS On-shore and Off-shoring Projects. Designed various interfaces, business processes and reports. Developed Application Engines, and the payroll interface to SAP PY. Created and executed the overall Project, Cutover, Communication, Change Management, Operational Readiness and Deployment Plans for various projects. Monitored progress to meet deadlines and the completion of core deliverables according to Project plans.

**Offshore duties NGA:** Developed off-shoring procedures and programming guidelines. Mentored and developed the offshore development team. Build relationships between the various onshore team leaders and the development team in Manila. Managed and resolved numerous project issues and liaised with the various onshore teams. Excelled in guiding the tasks of the technical and functional teams to achieve quality products according to business and technical specifications.

**Ministry of Defence – Netherlands May 2005 – Aug 2005**

**Senior Consultant**

**PeopleSoft HCM**

**Responsibilities:**

Senior Consultant, on the PeopleSoft8 HRMS Control Project, at MinDef NL. Consulted to the control department and maintenance team, regarding new modifications and incidents.

**LUMC – Netherlands Jan 2005 – May 2005**

**Senior Consultant**

**PeopleSoft HCM**

**Responsibilities:**

Developed/Customized PeopleSoft online pages, SQR's, and PeopleCode for the customization of the Inventory, and Purchasing system, as well as Application Engine interfaces to and from PeopleSoft HCM.

**CGI – Germany Nov 2004 – Dec 2004**

**Portal Integration Consultant**

**PeopleSoft HCM**

**Responsibilities:**

Internet Architecture Integration Consultant on the Portal Integration Project. Investigated PeopleSoft Integration Broker protocols as well as Web Services for the Portal Integration. Defined PeopleSoft transactions, integration methods and time estimates for the integration into the Vodafone Portal.

**Pfizer LTD. – United Kingdom Jul 2004 – Oct 2004**

**Senior Consultant**

**PeopleSoft HCM**

**Responsibilities:**

Consulted to the Pfizer UK Support team regarding Technical, Functional and PeopleSoft Security Support. Modified and implemented SQR’s and Cognos Impromptu reports for HCM.

**Ministry of Defence – Netherlands Jun 2004 – Jul 2004**

**Senior Consultant**

**PeopleSoft HCM**

**Responsibilities:**

Consulted to the reporting team for modifications and implementations to various SQR’s and Cognos Impromptu reports for HCM

**Pfizer GmbH / PWC – Germany Mar 2002 – May 2004**

**Senior Consultant / Project Manager**

**PeopleSoft HCM**

**Responsibilities:**

Created Online Modifications, Interfaces and Conversion of SAP HCM (PA/OM/TM/PY) to PeopleSoft HRMS and the relevant documentation for the Implementation and Support Project. Tasks included data mapping / migration, Identifying integration points to downstream systems, leading the overall conversion strategy and the setup of Security. Led workshops with users and consultants, regarding PeopleSoft Functionality and Technical Design. Led the complete testing of the system, regarding Online Modifications, Interfaces from PeopleSoft to SAP and the final Conversion. Created specifications for the Global Implementation Team. Set up a Support Centre for various European countries to support PeopleSoft and Cognos.

**Lucent Technologies – Unted Kingdom / Netherlands Jul 2001 – Feb 2002**

**Project Manager**

**PeopleSoft HCM**

**Responsibilities:**

Project Manager of the EURO Project. Converted 11 Countries (Currencies) to the Euro. Created the Project Plans, Testing procedures and Cutover Plans. Mapped the data for the PeopleSoft Payroll Interface Modules for various countries and ensured all integration points were covered. Controlled development and testing as well as the budget for the project. Completed the successful transition of resources and knowledge from IBM UK to IBM India. Managed the day-to-day operations and maintenance of PeopleSoft HRMS for 25 Countries.

**Contact Information**

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