

Job Description

Job Title: Assistant Manager - SAP Engineering

Location: Bangalore

ABOUT UNILEVER:

Be part of the world's most successful, purpose-led business. Work with brands that are well-loved around the world, that improve the lives of our consumers and the communities around us. We promote innovation, big and small, to make our business win and grow; and we believe in business as a force for good. Unleash your curiosity, challenge ideas and disrupt processes; use your energy to make this happen. Our brilliant business leaders and colleagues provide mentorship and inspiration, so you can be at your best. Every day, nine out of ten Indian households use our products to feel good, look good and get more out of life – giving us a unique opportunity to build a brighter future. Every individual here can bring their purpose to life through their work. Join us and you'll be surrounded by inspiring leaders and supportive peers. Among them, you'll channel your purpose, bring fresh ideas to the table, and simply be you. As you work to make a real impact on the business and the world, we'll work to help you become a better you.

Main Accountabilities

- Act as a Technology /Engineering and Project Delivery SME in SAP STS team, this is hands on execution role with SAP Basis expertise.
- Perform SAP installs, upgrades, migrations & other configuration, or maintenance activities in support of business change programme activities
- Perform DB upgrades (DB2/Oracle/HANA/SQL Server/MAX DB)
- Work in support of Specialists in the SAP STS & in collaboration with peers of this role ie., other Specialists (Basis SME and Project Managers) & Technology in other parts of the STS Function
- If/when appropriate, support Landscape Mgrs providing BAU oversight & Proactive Services delivery ('pit team' landscape audit/review & snag list generation leading to continual service improvement activities)
- If/when appropriate, support Problem analysis leading to architectural pattern re-development & continual service improvement activity (individually & through the SME team)
- Support & drive technical initiatives cross landscapes (relating to project or programme delivery)
- Maintain compliance/alignment to the relevant level of system security access standards to ensure full compliance with the current Unilever Security Policies.
- Support technical team documentation delivery, run books (align appropriate changes to BAU teams with the 3rd party), build guides, procedures to highest quality, consistency and mandate/policy use in all activities (to provide audit trail for build/change activities).
- Participate in established governance forums, support controls across the team regards mgmt. of risk & issue, team reviews, demand, and work assignment forums
- Keep current with core vendor technologies, act /provide consultancy to STS team members (individually or through team)
- Align to and make use of existing Innovate, Activate, Operate processes where suitable.
- Always ensure where inefficiency or simplifications opportunities exist, catalogue, and propose changes to drive improvements. Continually review ways of working and identify improvements to increase team's agility and speed of delivery.
- Ensure cost efficiency, simplification and standards approach to all delivery activities
- Maintain technical accreditation in Basis disciplines to support the SME capability individually & for the wider team
- Should have experience SAP Basis /Microsoft Azure cloud technologies
- Should have experience in Interaction with senior management, business leaders, functional specialists, and process owners.

- Should have experience in managing the vendor partners and deliver the projects effectively using agile methodology
- Should have experience in designing the cost-effective solutions in Microsoft Azure and SAP technologies
- Should have experience in setting up the Azure infrastructure like Integration runtime, VM Servers, SAP HANA servers, ADF etc

Essential:

- Technical knowledge/awareness of SAP Basis from implementation or consulting background.
- An Engineering mind-set is essential. Analytical, trouble shooting, enquiring, strong desire to remediate/ own problems through to resolution, design & documentation focused, rigorous & disciplined in approach to all activities.
- Knowledge of Unix – AIX and USE LINUX /Power HA and TSA /PHA , LINUX / HANA/DB2 and Oracle for Application of SAP
- Broad understanding of SAP products in a Global Environment/ context
- Broad knowledge of Global SAP infrastructure requirements (including. storage, network, servers, tooling, capacity management & planning)
- Broad knowledge of SAP Landscape management (System refreshes and release cycles) and main Associated Technologies / Applications (one or more of these applications)
- Strong SAP Basis Skills & Experience
- Strong IT background as evidenced by experience of the maintenance of systems and maintaining baselines to ensure all systems are up to date.
- Ability to gain awareness of Unilever's IT operating framework.
- Strong understanding of ITIL – service management framework
- Significant self-motivation and focus to achieve the objectives of the role.
- The ability to manage and deliver the highest level of service with inhouse team and through strategic partners.
- The ability to communicate effectively with people at all levels in the Unilever organization and to present recommendations clearly and positively to ensure they are accepted thus demonstrating lateral influence.
- Driving standards, quality & consistency approach in all delivery work
- Track record of IT Operational mgmt. &/ or exposure to SAP Build/Upgrades and Migrations & successful delivery to agreed timescales

Desirable and Nice to Have

- SAP S4 Certification
- SAP OS DB Migration
- Azure Fundamental and Administrator Certification
- ITIL Certification

Leadership Behaviors & Key Skills -

Employee should "meet expectations" on the Standards of Leadership behaviors relevant to the WL of this role. Details on the Standards of Leadership can be found by clicking [here](#)

- Analytical Thinking – Acquiring a proper understanding of a problem or situation by breaking it down systematically into its component parts and identifying the relationships between these parts, selecting the appropriate method/tool to resolve the problem and reflecting on the result, such that learning is identified and absorbed.
- Conceptual Thinking – Acquiring understanding of the underlying issues in complex problems or situations by correctly relating these to simpler or better understood concepts, models, or previous experiences.
- Customer Focus - Understanding needs of internal/external customer & keeping them in mind when taking actions or making decisions.
- Planning and Organization - Determining a course of action by breaking it down into smaller steps and by planning and resourcing each of these, making allowance for potential problems.

- The ability to comfortably challenge others.
- Ability to gain a good technical understanding of any issues raised, to personally identify opportunities for enhancement of the environment, and to assess proposals arising from the team and from others.
- Strong service excellent mind-set customer service focus to keep the customers' requirements constantly to the forefront, and to ensure that the activities of the team align closely with these requirements.
- Bias for Action
- Building talent & Teams
- Global Mind-set
- Accountability & Responsibility