**Swathi Kagitha**

**Summary:**

* Having **10**+ years of experience in SAP Security and GRC Access Control (Certified) Administration, Quality Assurance, and IT Risk Compliance management.
* Extensive hands-on experience in SAP security, role-based access RBAC, authentication and authorizations.
* User administration involves creation/deletion/locking/modifying users in SAP ECC, S4 HANA, BI/BW, BCS, Success Factor, Ariba systems quick turnaround for end user requests.
* User access creation, team creation and assignment to users In SAP analytics cloud (SAC) system.
* Good experience in General authorizations, Structural authorizations, Analysis authorizations, Authorization Management, User & Role Administration, CUA administration, Transport management, SAP Security marketplace administration, Single sign on.
* Implemented SAP BRIM solutions to manage complex billing scenarios, enhancing revenue recognition and invoicing processes.
* Performed security analysis using SU53, ST01, and STAUTHTRACE to identify and resolve authorization issues, ensuring smooth user access and minimizing downtime.
* Utilized SU53 to quickly diagnose and rectify failed authorization checks, reducing the time needed to resolve user access issues.
* Configured and customized the SAP BRIM module to support subscription-based services, improving billing accuracy and customer satisfaction.
* Strong experience in designing authorization roles for SAP ECC, S4 HANA, BW/BI, SAP HR, FI, MM, PP, WM, SD, CRM and enterprise portal systems.
* Managed security and compliance in SAP S/4 HANA, including role design, authorization management, and security configuration for various modules (e.g., FICO, SD, MM).
* Utilized SAP Fiori Launchpad security features, including catalog and group management, to ensure secure access to SAP Fiori applications in S/4 HANA.
* As a team lead tracking the incidents are resolved within SLA (Service now tool) and examine potential areas for service improvements. Designed and implemented SAP FI/CO modules to streamline financial processes, including General Ledger (GL), Accounts Payable (AP), Accounts Receivable (AR), and Asset Accounting (AA).
* Configured cost center accounting and profitability analysis (CO-PA) to optimize financial reporting and management.
* Worked on SAP S4 HANA security implementation and support projects, user administration, role maintenance and troubleshooting authorization issues.
* Configured and maintained SAP Convergent Charging (SAP CC) to handle high-volume, real-time pricing and charging for services.
* Developed custom pricing logic in SAP Convergent Charging to support complex business models and improve revenue generation.
* Done GRC configuration steps for ARA, ARM, BRM, EAM and worked on support activities.
* Remediation/Mitigation of SOD violations at roles and user level.
* Supported internal and external audits by providing detailed reports and evidence of SAP security configurations, user access controls, and compliance with SOX (Sarbanes-Oxley) requirements.
* Extensively worked in SAP Security and Authorizations with strong understanding of security practices on various SAP modules such as R/3, BI, GRC, HANA & Fiori
* Gathering requirements and documenting S/4 HANA Security Strategy and framework. Designing and building roles for S/4 HANA and Fiori Gateway Systems.
* Involved in Full Life cycle implementation of GRC 12.0 Access Control.
* Reviewed and applied SAP Security OSS notes to stay current with the latest security patches, fixes, and recommendations from SAP.
* Oversee SAP security and GRC projects, Support SAP security audit/compliance requirements and requests.
* User creation in HANA BD via HANA studio and HANA cockpit including standard users, restricted users and technical database users and created roles.
* Worked on BW S4 HANA security. Built roles for admin team, power and end users.
* Experience in project documentation & templates (Business Blueprint, Process definition, Role Definition, Business Requirement and SOD Matrix etc.)
* Led the end-to-end implementation of SAP S4 security, including the requirement gathering, design, configuration, testing, and deployment of role-based access control. Role designing and documentation.
* Compliance Management (SOD review, Risk analysis remediation, Mitigation and Managing activities) and User access reviews.
* Designed and maintained **composite roles**, streamlining access management while adhering to SoD principles, and improving security governance across multiple SAP environments.
* Monitored firefighter access, conducted SoD reporting, and implemented complex security measures using composite roles.
* Analysed and troubleshooted problems, providing timely recommendations and resolving issues, leading to a 25% reduction in system downtime.
* Collaborated closely with cross-functional teams, including IT, HR, and Finance, to implement and enforce effective access controls and security measures, enhancing the overall security posture of the organization.
* Worked on SNOW optimizer for SAP software for dynamic analysis and optimization of the SAP licenses across all systems and for Auditing.
* Done monthly, quarterly and yearly auditing. Provided feedback(evidence)for the request from the external auditor.
* Performing ITGC KPI’s which involves User Access Review and Risk Review, risk identification, mitigation/remediation, Firefighter Log etc.
* Knowledge on information security standards such as CMMC, ISO 27002, HIPAA, PCI and more.

**TECHNICAL SKILLS**

**GRC (Access Control)** - Implementation of all sub components of GRC AC (ARA, ARM, BRM, EAM)

* Performing pre and post installation checks, connector configuration between GRC and Plugin systems
* SOX Control and Compliance checks

**SAP S/4 HANA Security & HANA DB Security:** User administration, Role administration, Authentication and Authorization

**ECC Security**: Dealing with various modules access issues and providing wide range of

Solutions

**BW Security**: Handling BI/BW Analysis Authorization using RSECADMIN

**IDM (Identity Management)**: Dealing with Access Management, configuration and portals

integrated with it.

**PROFESSIONAL EXPERIENCE:**

**Client: Cisco, San Jose, CA Oct 2022 - Present Role: SAP S/4 HANA Security and GRC Consultant**

**Responsibilities:**

* I Have gathered requirements for Security and documenting S/4 HANA Security Strategy and framework.
* Analysed, designed, developed, customized and implementation of ERP applications such as SAP S/4 HANA 2022.
* Prepared the documentation on Security role design and given the training to the end users and functional consultants on SAP roles concepts.
* Designing and building roles for S/4 HANA (Transactional) and Fiori
* Implementation and configuration of GRC 12.0 with services for apps included in the ruleset.
* Designed roles for Fiori apps by adding Catalogs and Groups to S/4 HANA roles.
* Have configured Space, Pages and Sections in Fiori launchpad
* Activated services for the Fiori apps in /IWFND/MAINT SERVICE.
* Conducted trace analysis using ST01 and STAUTHTRACE to pinpoint specific authorization objects causing issues, enabling precise adjustments to roles and profiles.
* Ensured SOX compliance by implementing and maintaining strict access control policies, segregation of duties (SoD), and monitoring procedures across SAP systems.
* Documented findings and solutions from authorization trace reports, contributing to knowledge sharing and process improvement within the security team.
* Documented and implemented cut-over tasks for the S/4 HANA go-live. Troubleshooting and identifying the missing OData Services and authorization issues in /IWFND/ERROR LOG and notifying the Basis and Fiori configuration team to activate them.
* Led integration between SAP FI/CO and other SAP modules, ensuring seamless data flow for accurate financial consolidation.
* Integrated SAP BRIM with third-party systems to automate billing processes and streamline revenue management.
* Worked closely with business stakeholders to define and implement charging scenarios, ensuring alignment with business requirements.
* Monitored and optimized SAP CC performance, ensuring system stability and efficient handling of charging requests.
* Provided support for SAP BRIM processes, including contract accounting, billing, and invoicing, ensuring smooth operations.
* Provided end-user training and support on SAP FI/CO processes, resulting in improved user adoption and efficiency.s
* Optimized the User Experience by reducing or removing unwanted groups and tiles within the groups to improve performance.
* Designed and implemented robust security frameworks aligned with S4 Security Design Principles to safeguard sensitive retail data and ensure compliance with industry standards.
* Developed comprehensive security designs for Segregation of Duties (SoD), Emergency Access Management, and User Access Management, ensuring a secure SAP landscape.
* Conducted security risk assessments, identifying potential vulnerabilities and implementing mitigation strategies to protect the S/4HANA system.
* Collaborated with business stakeholders to align security design with business objectives, ensuring a balance between security and operational efficiency.
* Led the customization and configuration of security settings in the S/4HANA environment to meet the unique needs of the retail client.
* Spearheaded the implementation of SAP GRC Access Control, enabling the retail client to effectively manage user access, roles, and authorizations across the SAP environment.
* Designed and configured GRC workflows and controls to automate access requests, role assignments, and SoD conflict resolution, enhancing operational efficiency.
* Conducted GRC workshops and training sessions for key stakeholders, ensuring a thorough understanding of access control processes and best practices.
* Managed the creation and maintenance of role-based access controls, ensuring that all users had appropriate access aligned with their job functions.
* Monitored and evaluated GRC controls continuously, identifying opportunities for improvement and implementing necessary adjustments to enhance system security.
* Coordinated external audits, working closely with auditors to provide necessary documentation, access controls, and evidence of compliance with regulatory requirements.
* Prepared and executed audit readiness plans, ensuring that the SAP environment was fully compliant with all relevant regulations and standards prior to audit engagements.
* Addressed audit findings by implementing corrective actions and remediation plans, ensuring that all issues were resolved promptly and effectively.
* Developed and maintained detailed audit trails and reports, providing transparency and accountability for all access and security-related activities.
* Engaged in continuous improvement efforts to align the SAP GRC processes with evolving regulatory requirements and audit expectations, minimizing risks and enhancing compliance.
* Ensured that deliveries are made within strict deadlines so that shipments arrive at their destinations on time.

**Environment:** S/4 HANA 2022, SAP Fiori 2022, Linux Server, SAP HANADB Database, GRC AC 12.0

**Client: Conduent, Austin, TX Aug 2021 – Sep 2022**

**Role: SAP S/4 HANA Security and GRC Lead**

**Responsibilities:**

* Spearheaded the implementation of SAP GRC solutions, focusing on regulatory compliance, risk management, and security principles aligned with S/4 Security Design Principles.
* Led a team of GRC specialists, ensuring effective execution of GRC operations.
* Collaborated with cross-functional teams to design, implement, and optimize SAP GRC processes, controls, and workflows tailored for the retail sector.
* Completed the design for Segregation of Duties (SoD), Emergency Access, and User Access, ensuring compliance with global security standards.
* Obtained business sign-offs and executed the build and testing phases in accordance with project timelines.
* Analyzed OSS notes related to security vulnerabilities and ensured their timely implementation across relevant SAP systems to mitigate potential risks.
* Collaborated with Basis teams to ensure that security patches and OSS notes were tested and applied without disrupting business operations.
* Collaborated with cross-functional teams to ensure alignment of financial operations with business goals using SAP FI/CO.
* Led the migration of legacy billing systems to SAP BRIM, reducing operational costs and improving scalability.
* Provided technical support and troubleshooting for SAP Convergent Charging issues, minimizing downtime and ensuring accurate billing.
* Conducted thorough testing activities, including configuration updates and security adjustments, to align with the specific requirements of the retail industry.
* Managed system customization and ensured the successful installation of quality protocols, adhering to the highest standards.
* Performed comprehensive risk assessments, identifying potential vulnerabilities and developing strategies to mitigate them.
* Configured and monitored security settings for SAP HANA database, ensuring data protection and compliance with organizational policies.
* Participated in SAP S/4 HANA migration projects, ensuring smooth transition of security roles and authorizations from legacy systems to S/4 HANA.
* Monitored and evaluated GRC controls, continuously seeking areas for improvement to enhance overall system security.
* Coordinated GRC audits, liaising with internal and external auditors to ensure compliance with relevant regulations, policies, and security standards.
* Assisted in remediation efforts, addressing any identified issues to maintain a secure and compliant SAP environment.
* Developed and implemented an Organizational Change Management Plan to ensure smooth transitions and adoption of the new GRC processes.
* Provided training and support to end-users, promoting GRC awareness and best practices throughout the organization.
* Stayed up-to-date with the latest SAP GRC developments and industry trends, ensuring the implementation of best practices.
* Participated in the development and maintenance of GRC documentation and reporting, driving continuous improvement initiatives to enhance GRC processes and efficiency.

**Environment:** S/4 HANA 2020, SAP Fiori 2020, Linux Server, SAP HANADB Database, GRC AC 12.0

**Client: UPS, Colombus, OH May 2019 – Jul 2021**

**Role: SAP S/4 HANA Security and GRC Consultant**

**Responsibilities:**

* Responsible for GRC Access Control Implementation for all sub components ARA, ARA, BRM, EAM.
* Lead discussions and workshops with the Business Leads and multiple stakeholders in gathering security requirements, defining the roles, identifying gaps in the security GRC design.
* Served as subject matter expert for Governance and Compliance frameworks and business process regulations / compliance within SAP Security GRC.
* Provided expert knowledge of SAP S4 HANA Security design for operational and technical support
* Worked with Business partners to ensure agreement in the design and implementation of GRC AC controls.
* Designed and maintained SAP Security authorization objects and security across SAP Applications ECC/S4H, FIORI etc to ensure integrity of the SAP User access security framework.
* Expertise in SAP Security concepts including Fiori Launchpad Designer and understanding of catalogs, groups, web Dynpro, UI5 apps, PFCG role maintenance, OData services, and use of the Fiori Apps Library.
* Experienced in supporting end to end SAP Security project implementation, security and GRC workshops, testing support, Cutover prep and Hyper care activities.
* Helped to build and enhance security roles with a good understanding of SAP applications, security implementation methodologies, role-based access controls and different applications threats.
* Provided consulting and guidance on internal and external audit and compliance activities with good understanding of concepts of Segregation of Duties (SoD).
* Worked on security support requests raised by multiple project implementation customers ranging from new security developments, changes, enhancements, troubleshooting, and support.
* Worked with customer and company resources to develop security standards and to ensure the success of the security work required by multiple SAP implementation projects and support service customers.
* Provided expertise in the areas of User ID maintenance, Security Role maintenance including the latest techniques for Fiori catalog and group maintenance, and Security Role assignment.
* Worked closely with all necessary parties involved to ensure the success of the security practice including overseeing the quality of deliverables mentoring junior team members.
* Executed client engagements focusing on SAP GRC, SAP security, and audits of SAP environments, working with cross-functional IT teams, business functions.

**Environment:** ECC 6.0, Windows 2003 server, Oracle 10g, GRC AC 10.1, BI 7.0

**Client: ZOLL Medical, Chelmsford, MA Jan 2017 – Apr 2019**

**Role: SAP Security and GRC Consultant**

**Responsibilities:**

* Excellent knowledge of SOX, Audit issues and Segregation of Duties (SoD) issues.
* Producing SoD Analytical Reports (both Summary and Detail) against Users, User Groups, Roles and Profiles using RAR.
* Mitigation and remediation of users and roles for SOX using User/Role Analysis in RAR.
* Configured distribution list in ARM, by creating an LDAP connector, created distribution group and add DL group to DL Approvers.
* Created SAP HR Connector, HR Triggers, Field Mapping, Configured HR trigger provisioning and scheduled background jobs.
* Configured User Data source and defined authentication system for requesters using ARM.
* Strong capability in using ARM to use the workflow functionality to ensure a comprehensive and compliant change management process for risk control and maintenance.
* Experience in using ARM to configure workflow for User Access Review and User SoD Review.
* Created Single, Derived and Composite Roles in R/3.
* Tracing the functionality after the development phase and then designing the Roles/Composites, following SOD analysis and approval process to meet the timely deadlines.
* Performed user maintenance tasks, User creation, deletion, lock down, activation, password management tasks and ran various user administration reports.
* Troubleshoot security/authorization related problems using SU53, ST01 and SUIM.

**Environment:** SAP R/3, ECC 6.0, HCM, SRM, CRM, EP, APO, GRC 10.0, BI 7.3

**Client: James Hardie Industries, Cleburne, TX Aug 2015 – Dec 2016**

**Role: SAP Security & GRC Consultant**

**Responsibilities:**

* Fully configured SAP’s Access Control 10 – Access Risk Analysis (ARA), Access Request Management (ARM), Emergency Access Management (EAM) and Business Role Management (BRM) modules.
* GRC implementation and automation experience with GRC ARA, ARM, EAM, BRM and SAP CUA (Central User Administration) integration with SAP GRC.
* Excellent knowledge of SOX, Audit issues and Segregation of Duties (SoD) issues.
* Under Risk Analysis and Remediation, performed User & Role analysis to identify existing SoD violations.
* Using ARA produced Analytical Reports on User, User Groups, Roles and Profiles.
* Performed remediation and mitigation against various risks associated with roles and users.
* Experience in creating and assigning FF ID’s and extracting FireFighter logs.
* Configured distribution list in ARM, by creating an LDAP connector, created distribution group.
* Created distribution list users in LDAP and UME, assigned distribution list to Roles.
* Created SAP HR Connector, HR Triggers, Field Mapping.
* Build and Customize rule sets to match the business needs and processes.
* Configured HR trigger provisioning and scheduled background jobs.
* Designed and implemented role-based access controls (RACF) and authorization concepts, following best practices and industry standards.
* Partnered with Internal Audit teams to conduct thorough reviews of identity and access management protocols, ensuring alignment with IT security and compliance controls. Provided detailed reports and recommendations for role adjustments based on audit findings.
* Configured User Data source and defined authentication system for requesters using ARM.
* Strong capability in using ARM to use the workflow functionality to ensure a comprehensive and compliant change management process for risk control and maintenance.
* Experience in using ARM to configure workflow for User Access Review and User SoD Review.
* Created Single, Derived and Composite Roles in R/3.
* Troubleshoot security/authorization related problems using SU53, ST01 and SUIM.

**Environment**: SAP R/3, ECC 6.0, SRM, CRM, EP, HCM, GRC 10.0, BI 7.0

**Client: Cyient Limited, India Jul 2014 – June 2015**

**Role: SAP GRC / Security Consultant**

**Responsibilities:**

* Requirement gathering, analyzing Functional Requirements, and documenting functional requirement specifications.
* Prepared templates based on the business design documents provided for each track.
* Involved in security workshops by presenting the BDD templates and analyzed them on how new roles can be designed.
* Leveraged **SAP GRC (Governance, Risk, and Compliance) 12.x modules** to streamline security processes, ensuring alignment with regulatory requirements and industry best practices.
* Hands on Experience in Configuring new **S/4 Output management using BRF+ techniques**.
* Implemented **SAP GRC - Access Control and Process Control systems** that includes the configurations like **ARA, EAM, BRM, ARM** and Regulation specific configurations, creating master data in the system like Organizations, Controls & sub-process which will be useful for compliance and policy management, that helps to reduce the cost of compliance and improve management transparency and confidence in overall **compliance management processes by 90%.**
* Participated in the **design and implementation of security strategies** to protect sensitive data and ensure compliance with industry standards.
* Provided training and documentation to **end-users on security role assignments** and **Fiori** application usage, promoting efficient and secure system usage.
* Monitored daily operations to ensure consistent alignment with **IT security and compliance standards**, proactively **identifying and mitigating potential security risks** within the SAP landscape.
* Implemented team productivity by 25% by mentoring newly onboarded employees and conducted technical trainings about the SAP systems to improve their understanding of the project by 80%.