Dr. James L. Carrothers

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# Summary

Seasoned SAP consulting executive with over 26 years of implementation, training, and solution architecture experience across SAP ECC and S/4HANA platforms. Proven leader in Procure to Pay (PTP), Production Planning (PP), Plant Maintenance (PM), and Supply Chain Management (SCM). Veteran of Big 4 consulting (Deloitte, BearingPoint, PwC), with deep expertise across public and private sectors including Aerospace, Defense, Manufacturing, and Retail. Adept at leading global rollouts, training initiatives, and transformation programs. Public sector and defense work, holder of Secret Clearance.

# Core Expertise

* • SAP S/4HANA and ECC: PTP, MM, PP, PM, WM, QM, SD, FI, AM
* • Worksoft Certify, developing and executing reusable test scripts to validate critical business processes across modules including MM, FI, and HR
* • Process Improvement & Best Practices
* • SAP Ariba, Coupa, IPPE, iMRO, MDG
* • Data Migration, Testing (HP ALM, Solution Manager)
* • Global Project Leadership & Change Management
* • Functional Design, Training Development, End-User Support
* • Industry Experience: Aerospace, Defense, Automotive, CPG, Public Sector, Pharma, Retail, Chemicals

# Professional Experience

## President Carrothers Associates, USA Consulting Charlotte, NC | 2000–Present

Lead SAP advisory and training firm supporting Fortune 500 companies and government agencies across the U.S. and globally.

Select Clients & Engagements:

* Deloitte (US Navy, Arlington, VA) – SAP S/4HANA PTP SME (2024–2025)
* • Led workshops and gap analysis for Navy S/4HANA upgrade.
* • Created functional specs and process flows for PTP/MM integration.
* Lockheed Martin (Sunnyvale, CA) – SAP S/4HANA PTP Consultant (2023–2024)
* • Advised on procurement and production planning for space division.
* • Developed PTP architecture and functional documentation.
* US Navy (Mechanicsburg, PA) – SAP Senior PTP Consultant (2020–2023)
* • Worksoft testing for new Navy commands in MM, FI, and HR.
* • Tier 3 Firefighter role updating sensitive data records and documents.
* • Led Marine Corps SAP implementation and post-go-live support.
* • Oversaw data integration, IDoc monitoring, and testing.
* Hallmark (Kansas City, MO) – Master Data Consultant (2019–2020)
* • Designed and facilitated master data sessions and migration strategy.
* Ferrovial Services (Austin, TX) – PTP Solution Architect/Project Manager (2019)
* • Led S/4 HANA procurement solution for North American operations.
* • Evaluated Coupa integration and led change management planning.
* Micron Technologies (Boise, ID) – SAP PTP Team Lead (2019)
* • Developed Capital Procurement solution and sandbox configuration.
* • Facilitated cross-functional design sessions and Ariba integration.
* ND Paper (Dayton, OH) – Senior Consultant – SAP PTP and PM (2018–2019)
* • Configured new plant acquisition and loaded legacy master data.
* • Defined functional locations, maintenance plans, and task lists.
* Coca-Cola (US & Canada) – SAP PTP and PM SME (2016–2018)
* • Led SAP PM and MRO support across North America.
* • Supported custom RF warehouse processes and global SAP rollout.
* Bristow Group (Nigeria & Scotland) – SAP PM & PTP Lead (2015–2016)
* • Trained international teams on Plant Maintenance best practices.
* • Validated iMRO functionality and supported global rollout.

# Teaching & Training Experience

* UNC Charlotte – Visiting Assistant and Adjunct Professor (2021–Present)
* • Courses: Operations Planning & Control, MIS
* • Research focus: SAP training, process improvement
* Central Piedmont Community College – SAP Instructor (2016–2017)
* • Developed SAP Administration and Supply Chain curriculum
* Michael Management Corporation – Online SAP Instructor (2016–Present)
* • Authored multiple courses on MM, PP, and S/4HANA topics

# Education

* Doctor of Business Administration (DBA), UNC Charlotte (2021)
* MBA – McColl School of Business, Queens University of Charlotte (1992)
* Graduate Certificate – Information Technology, UNC Charlotte (2003)
* BS – Industrial Technology (Manufacturing Technology), North Carolina A&T State University (1984)
* BS – Business Administration (Management & Marketing), North Carolina A&T State University (1982)

# Community & Certifications

* • Board Member, C.W. Williams Community Health Center (2015–2017)
* • Life Member, Kappa Alpha Psi Fraternity
* • SAP S/4HANA Delta Training
* • SAP Solution Manager
* • HP ALM, Mercury Quality Center
* • SAP Ariba, Coupa, VIM, iMRO