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| Organization Context | | | |
| Role Title | SAP ABAP Consultant | | |
| Reporting To | SAP ABAP Lead/ Tech Lead | Department | IT |
| Reported By | N/A | Location/Unit | As per requirement |

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| Job Objective | | | |
| The purpose of this role is to assist in design, development, and implementation of SAP technical modules (SD, MM, FI, HR and others) | | | |
| Key Responsibilities | | | |
|  | | * Working experience on Views, Procedures, AMDP and other HANA objects * Knowledge on SAP S/4 HANA * Working experience in Reports / BDC / BAPI /Smart Forms / Adobe forms / Module Pool / Function Modules / BADI and User Exits / IDOCs | |
| Operational Management | * Working experience on ABAP Proxy's will be an added value * Should have worked as a developer for minimum 2 end to end implementations * Should be Willing to work extended hours during rollouts and go-lives * Knowledge of SD and MM modules | |
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| Key Interactions | |
| Internal Interactions | External Interactions |
| * Tech Lead * SAP ABAP Lead * IT Team | * Vendors * Partners |

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| Job Specifications | |
| Level of Education: | Graduate/Post Graduate from a recognized university with a degree in IT |
| Experience | A Minimum of 3-5 years in a similar role |

KRAs and KPIs

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| Sales/EBIT | * As per targets |
| On Time Delivery | * 90% on time |
| Resolution Of Issues Within SLA | * 90% on time |
| B2C Enhancements and Support for Omni, Captive & EA | * B2C Enhancements and Support for Omni, Captive & EA |
| HR Automation | * As per deadline |
| Development standards and documentation | * Development standards and documentation |
| Delivery of 95% of all other Projects on or before delivery date | * As per deadline |
| Implement 2 new ideas for SAP Support automation across all landscapes | * As per deadline |
| Increased usage of HANA platform within team (like AMDP ,etc) and Fiori | * As per deadline |
| ESAT | * 90% department score |

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| Competencies | |
|  | ·       Follows protocols that guide performance |
| Performance (P) | ·       Takes end to end ownership for achievement of goals |
|  | ·       Focuses on the positive aspects of change |
| Pride in Execution (PIE) | ·       Creates customer satisfaction |
|  | ·       Grabs new challenges as opportunities to learn |
|  | ·       Responds urgently to requirements |
| People (PP) | ·       States own viewpoints firmly |
|  | ·       Builds positive working relationships |
|  | ·       Shares knowledge and experiences |
| Path Breakers (PB) | ·       Finds alternative solutions |
|  | ·       Channels business feedback to relevant people |
|  | ·       Commits to organization & team decisions |
| Strategy (ST) | ·       Asks questions to understand organizational strategy |
|  | ·       Aligns own work to strategic action plan |

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| Job Specification/Recruitment Template |
| Education: Graduate/Postgraduate from a recognized university preferable with a degree in IT |
| Min. Exp: 3- 5 years |
| Must Have: Good communication & interpersonal skills, Deep understanding of SAP, Innovative & process oriented, Strong Analytical Skills |
| Current Role Designation: Senior Team Leader/Assistant Manager |
| Personality Styles; Brand Fitment at per Brand DNA |