

SENIOR SAP DEVELOPER

Function:	IS&T
Position:	SENIOR SAP DEVELOPER
Job holder:	
Date (in job since):	
Immediate manager (N+1 Job title and name):	SAP TECHNICAL & DEV MANAGER
Additional reporting line to:	NA
Position location:	

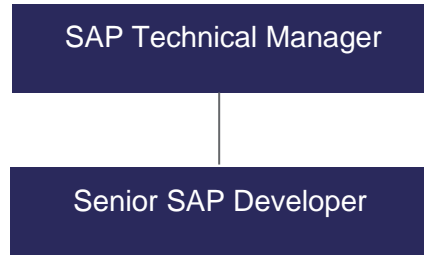
1. Purpose of the Job – State concisely the aim of the job.

- Maintaining and supporting the current Sodexo UK SAP Development footprint
- To support the delivery of solutions/initiatives within the SAP environments to meet business requirements within the project methodology of the IS&T department.
- To ensure Sodexo UK & Ireland SAP development solutions are maintained and supported in line with Sodexo standards. This includes third-line issue management, scheduling of jobs, maintenance of key data elements and interfaces to other systems.
- Responsible for SAP technical solution delivery and participate in full suite of testing from a technical perspective to verify that programs follow standards and meets technical specifications.

2. Dimensions – Point out the main figures / indicators to give some insight on the “volumes” managed by the position and/or the activity of the Department.

Financial	No direct budget accountability but advisory role on related SAP spend and project estimates
Other	May indirectly report into a project or manage project reporting lines
Staff	No line management responsibility

3. Organisation chart – Indicate schematically the position of the job within the organisation. It is sufficient to indicate one hierarchical level above (including possible functional boss) and, if applicable, one below the position. In the horizontal direction, the other jobs reporting to the same superior should be indicated. Please show the job titles not the actual people doing the role, i.e. Finance Manager, Project Manager



4. Context and main issues – Describe the most difficult types of problems the jobholder has to face (internal or external to Sodexo) and/or the regulations, guidelines, practices that are to be adhered to.

- Lead all SAP output development requests for new mobilisation requests and support existing SAP output solutions which use SAPScript and Smartforms. Without these specialism skills there is a risk of not delivering updated templates for new business documents such as – invoices, , purchase orders, , AP cheques, AP Remittances,
- Form good working relationships with outsourcing partners for both operational services and change requests
- Adhere to effective IS&T governance to ensure transparency, effectiveness and agility in response to business priorities, ensuring delivery on time, on budget, fit to purpose, with high level of solution quality and achieving business case objectives

5. Main assignments – Indicate the main activities / duties to be conducted in the job.

- Maintain and develop existing SAP development solutions ensuring compliance with internal and external development standards.
- Working as part of a dedicated SAP development team collaborating with functional consultants, Project Managers, and key business SME's.
- Deliver successful SAP Development project work, change requests and critical BAU support.
- Contribute to SAP environment patches and periodic SAP refreshes across all functional areas.
- Form good working relationship with key business stakeholders.
- Resolve technical issues within defined Service Level Agreements.
- Assisting the technical Manager in review of work packages and giving timescales for completion.
- Document and build solutions based on business requirements. Support best practices through ABAP solutions within business processes in SAP and through interfaces with systems external to SAP.

6. Accountabilities – Give the 3 to 5 key outputs of the position vis-à-vis the organization; they should focus on end results, not duties or activities.

- Implement SAP development changes for approved change requests and SAP incidents.
- Deliver high quality ABAP solutions focusing sap outputs and SAP workflow
- Support and manage technical work requests to completion.
- Update and maintain all SAP technical documentation.
- Conduct Unit tests, Integration tests, performance tests and support UAT phases.
- Proactively propose solutions to improve the support of (new) business processes.
- Key contributor to projects to enhance the current SAP footprint.
- Support the functional and development teams with issues and propose solutions.

7. Person Specification – Indicate the skills, knowledge and experience that the job holder should require to conduct the role effectively

Essential

- Experience of design, development, and implementation of robust ABAP solutions.
- Knowledge of SAP Output development technologies - (SAPScript / Smartforms).
- Extensive knowledge in Reports (Classical, Interactive and ALV) ,LSMW (Direct Input, Batch Input Recording, BAPI), BDC (Call Transaction, Session),Transaction / Module Pool / Dialog .
- Worked extensively on Enhancements - BADI's, User Exits, and Customer Exits.
- Extensive experience in Cross Application communications using ALE/IDOCs. Involved in ALE Configuration, IDOC Extension/Reduction/Filtering, Change pointers and Message Control.
- Excellent working knowledge of ABAP Components such as Dictionary, Table control, Screen Painter, Menu painter, ABAP Query, and ALV.
- Experience of SAP Workflow across key SAP modules – MSS / ESS, MM, SD.
- Good functional knowledge of key SAP modules – HR, FICO, SD, MM.
- Experienced in playing a major role in implementation projects.
- Ability to code SAP enhancements and maintain quality design, code, and test documentation
- Ability to work effectively in a cross-functional, matrix team environment
- Ability to provide accurate and timely project management information
- Excellent verbal and interpersonal communication skills
- Ability to produce high quality deliverables and work in an environment with competing priorities
- Experience in writing technical requirements / design documentation.
- The ability to work independently as well as in project teams.
- Knowledge of standard data migration tools within SAP i.e. LSMW or via Interface.
- Experience in EDI and Idocs processing and configuration.

Desirable

- Experience of new SAP output technologies – Adobe forms.
- Experience of SAP Enterprise portal development – java web dynpro, abap web dynpro technologies.

8. Competencies – Indicate which of the Sodexo core competencies and any professional competencies that the role requires

■ Growth, Client & Customer Satisfaction / Quality of Services provided	■ Leadership & People Management
■ Rigorous management of results	■ Innovation and Change
■ Brand Notoriety	■ Business Consulting
■ Commercial Awareness	■ HR Service Delivery
■ Employee Engagement	
■ Learning & Development	