

SAP Application Specialist

8 positions to be filled

- (2) in FICO (1 x Senior level and 1 x with at least 3 years' experience)
- (2) in HR (1x payroll and 1 senior level in HR)
- (2) in SD and or/CRM (1 x senior level and 1 x with at least 3 years experience)
- (2) in MM-WM-SPP/APO (1 Senior and 1 SPP/APO)

About Us:

Apriori Ressources Humaines inc. is a consultant firm specialized in the recruitment of IT professionals. Our unique approach is based on the quality of our interventions and our network of contacts in the IT industry. We value openness in all interactions and our interviews are conducted so we may properly understand your career path. We represent our clients and candidates with pride, integrity and transparency. **As a matter of fact, our goal is simple:** pair qualifications and career opportunities by creating lasting relationships and meeting all parties' expectations.

Our Client:

In total, our client, its divisions and subsidiaries employ more than 2,200 people in Quebec, Ontario, Western Labrador and the Atlantic provinces. You will be a member of the SAP Implementation Team (multi-modules) in your area of expertise. Our client offers a pension fund, excellent group benefits, a generous base salary as well as a special incentive earnings program which will be explained in details during your interview with us. The total remuneration package will surpass your expectations. Upon completion of the implementation (in approximately 2 years), the "New Dimension" tools will be attached to different modules, thereby enhancing the long-term challenge. You will not find a more exciting SAP career challenge in Montreal. Our client is offering you a great career opportunity.

Job Summary:

The successful candidate will collaborate with business process owners, business analysts and subject matter experts to understand business needs; evaluates how to meet business needs through the best practices and options available in SAP while considering the overall SAP solution and integration aspects; defines the solution architecture / design and manages small to medium sized projects; configures the SAP system, guides the SAP developers as required and tests the solution; and participates in the delivery of the business solution and benefits review.

Key Responsibilities:

- Lead or contribute to business process improvement sessions with Business Analysts, Subject Matter Experts, Black Belts and/or business owners by structuring meetings and setting objectives for obtaining the desired process improvements.
- Assess solution options in collaboration with Business Analysts and Process Owners
- Define high level solution
- Plan and manage small to medium-sized projects (evaluate timelines, efforts, costs & benefits)
- Participate in the collection and production of requirements document. In absence of Business Analyst, may produce the document.
- Define solution architecture and high level solution design. Produce solution architecture documents.
- Produce data and technical solution architecture document for solution overall completeness
- Produce work effort estimates or assist Project Manager in producing work effort estimate by confirming scope and complexity
- Deliver design documents and supporting documentation (Functional design, testing requirements, security requirements, etc.)
- Analyse technical impacts and requirements of SAP system enhancements for Analyst/Programmers
- Perform SAP configuration, unit tests, and assist the Business Analyst in documenting test scripts. Review the test scripts and strategy for completeness.
- Review the quality of work of Analyst/Programmers & consulting resources to ensure that it meets the required solution and documentation specifications
- Identify test data and data conversion requirements. Prepare and execute mock conversion tests.
- Coordinate testing cycles, prepare deployment strategy and cut-over plan.
- Coach & train Analyst/Programmers to effectively provide 2nd level application support to Business Analysts and Subject Matter Experts (Including troubleshooting, bug fixing, etc.)
- Execute conversion and cutover activities.
- Train key users and assist Change Management and Business Analysts in producing end-user documentation and job aids
- Participate in post go-live issue resolution
- Collaborate with the business managers & the Finance dept to ensure that project benefits are fully realized and communicated
- Coordinate SAP activities with the Information Access and Programming Manager and other IS teams (maintenance, upgrades, backups, data transfers, etc.)
- Prepare monthly project status reports

You will be accountable for:

- Operating within context and prescribed limits
- Their own personal effectiveness
- Initiating direct output work as required
- Providing information to manager regarding his own deliverables & utilized resources
- Maintaining harmonious working relationships
- Coordinates priorities and efforts of associated Analysts, Analyst/Programmers, Consultants, and project team members

- Authorized to define IT solutions within his / her area of responsibility, with respect to SAP development and configuration

Required Knowledge, Skills and Experience:

- Bachelors Degree in Information systems (or equivalent) and functional accreditation (or equivalent) and SAP accreditation
- A minimum of 7 years application experience in Information Systems (or in an equivalent business function)
- 5 year experience working with large corporate applications
- Successful SAP application implementation experience is required. The ideal candidate should have solid SAP experience in his / her primary area of expertise, in addition to a second functional SAP module such as SD, MM, WM, FI, or CRM (not all module at once but some expertise with)
- Experience in a leadership role with demonstrated capability to work in a team
- Ability to communicate effectively in French and in English
- Strong analytical and problem-solving skills
- Motivator and results-oriented
- Demonstrates leadership & ownership
- Flexibility & self-learning capability
- Strong and effective interpersonal skills
- Project management experience in integrated system implementations
- Prior experience in working with Analysts/Programmers

Send your CV to droy@apriori-rh.com.



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Note:

*All the consultants of Apriori Ressources Humaines Inc. are members of the **l'Ordre des conseillers en ressources humaines et en relations industrielles agréés du Québec**. We act according to the Code of Conduct of the Ordre and never divulge information concerning your candidacy to a third party without having obtained your prior consent. Your candidacy is important to us and you can rest assured of its confidentiality. The masculine gender is utilized in the text to refer to both men and women.*