

## SAP Security Lead

### 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:

As part of the SAP special project team, this position will work alongside and with a consulting team and colleagues to design, configure, document, test, implement, deliver and support SAP security roles and profiles for the SAP environments in the ERP program. This position will have influence in the design of the SAP implementation and be responsible for designing processes that reflect industry best practices and in alignment with the company's strategic initiatives.

### Key Responsibilities:

- Participate in the development of policies and procedures for all data security, systems and applications
- Over site of SAP Security for all functions and modules that are to be implemented
- Participate in the definition and security standards for the SAP project
- Developing, maintaining and enforcing security policies and procedures
- Design and document the security approach and strategy for the SAP implementation
- Defining and documenting the system security controls matrix
- Design, configured, and deployed SAP security for the project
- Educate and train the project team on Security policies and Controls
- Maintains SAP user profiles and roles across SAP landscapes

- Provides SAP security administration, analysis, and support tasks for all SAP system modules, and landscapes such as ECC, Customer Relationship Management, SCM, PI, Solution Manager, Business Intelligence, Business Objects and NWBC
- Understands, communicates and translates authorization concepts to business owners and security officers
- Ensures all service requests are managed and completed according to SLAs
- Participates in team conference calls and work closely with SAP functional support team and non SAP support team to resolve problems
- Provides Ad-hoc query reports to direct report and upper management
- Assesses urgency of issues and requests in order to help prioritize resolution
- Works with functional role owners and security officers in determining segregation of duty violations
- Performs risk assessments on SAP authorization change request and reports to management
- Collects customer security requirements for managing and controlling authorizations to Master Data and ensuring that security work is consistent with other systems strategies
- Writes test plans, participates in creating the user rights authorization process and provides SAP security related education
- Works with Help Desk to provide updates to users on security related tickets
- Presentation to PMO and Integration and Functional teams
- May participate in communications and meetings with audit functions
- Work with key stakeholders during the initial phases of the project to confirm understanding of the project environment, scope, goals and objectives

## **Required Knowledge, Skills and Experience:**

- University Graduate in Computer Science, MIS or related field (or equivalent experience)
- More than 10 years of experience in IT
- At least 4 years experience in:
  - SAP Security for SAP ECC, CRM, SCM, BI, PI, NWBC, MDM, Business Objects
  - SAP GRC BusinessObjects or related tool set
- 2+ years' experience in ERP application security controls design and implementation for SAP and ERP's and legacy applications
- Strong oral and written communication skills with an ability to manage conflict
- Excellent time management and problem solving skills
- Solid analytical skills and a strong vendor/customer focus
- Proven ability to work effectively and collaboratively with internal business/technical teams and external consultants
- Proven ability to solve problems in a methodical manner and to track and measure expected results
- Able to manage independently all phases of a significant project or initiative
- Must be capable of working independently in a fast-paced environment.
- Detailed knowledge of SAP support for security audits and certifications
- Strong technical skills in SAP
- Proficiency in MS Office Suite of products, including Visio and Project
- Bilingual in French and English
- The candidate should have excellent examples of where she or he has successfully lead a security team within a large and complex ERP implementation and legacy application environment

- Prior systems audit, assurance, and/or ERP implementation experience
- Previous experience on project teams with a proven ability to work under time constraints while meeting critical milestones
- Experience with Enterprise Identity Management is preferred
- Definition and management of Segregation of Duties (Business and IT)
- Experience in a full lifecycle SAP global implementation

Send your CV to [droy@apriori-rh.com](mailto:droy@apriori-rh.com).



Senior Partner

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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.*