SAP FICO Module

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| **Total years of experience:** 4+  **Relevant years of experience:** 4 | |
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| **Minimum educational qualification:** |
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| MBA/CA/ICWA with functional experience in Financial and Management Accounting preferred. |
| **Skills/Competencies:** |
| **Skills**  **Good Foundation of Technical Skills**   * Have a good base of technical knowledge in FI and CO modules. Candidate needs to have practical support and or project experience in several modules. (Exposure to only AP, AR and GL is not acceptable.) * COPA exposure – at least 1 end to end implementation an advantage. * Demonstrate practical configuration and customization skills * Capability to learn additional modules and functionality * Solid technical aptitude * Ability to learn quickly   **Great Soft Skills**   * Good command of English * Written Communication * Oral communications * Comfortable communicating via phone calls vs email * Initiative * Coaching and mentoring skills for the initial base of people to allow for the recruiting and developing talent. * Confidence in abilities * Inquisitive * Engaging/personable   **Core Project Management**   * Formal project management skills * Lead small to medium sized projects * Coordinating cross-functional initiatives (bonus) * Able to work independently on small enhancements/projects   **Business Analysis**   * Work with business to understand the need, analyze the work * Challenge the need   + Question for understanding     - What are you hoping to achieve as a business     - What information do you need * Influencing skills * Manage expectations   + - Agree dates     - Communicate impact of missing dates     - Understanding of business process and SAP capabilities to recommend best practice/controls, etc. |

SAP SD Module

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| **Relevant years of experience:** 4 -5+  **Total years of experience:** 5+ | |
| **Minimum educational qualification:** |
| Engineer/ MBA from a reputed institute or any equivalent qualification. |
| **Skills/Competencies:** |
| **Skills**  **Good Foundation of Technical Skills**   * Have an excellent base of technical knowledge in SD module. Candidate needs to have practical support and or project experience. * Should have expertise specifically in inter-company sales, pricing, account determination, stock transport orders and third party sales. * Demonstrate practical configuration and customization skills * Capability to learn additional modules and functionality * Solid technical aptitude * Ability to learn quickly   **Great Soft Skills**   * Good command of English * Written Communication * Oral communications * Comfortable communicating via phone calls vs email * Initiative * Coaching and mentoring skills for the initial base of people to allow for the recruiting and developing talent. * Confidence in abilities * Inquisitive * Engaging/personable   **Core Project Management**   * Formal project management skills * Lead small to medium sized projects * Coordinating cross-functional initiatives (bonus) * Able to work independently on small enhancements/projects   **Business Analysis**   * Work with business to understand the need, analyze the work * Challenge the need   + Question for understanding     - What are you hoping to achieve as a business     - What information do you need * Influencing skills * Manage expectations   + - Agree dates     - Communicate impact of missing dates     - Understanding of business process and SAP capabilities to recommend best practice/controls, etc. |
| **Other competencies:** |
| * Requirement is for a strong base candidate, with potential to act as local lead for Demand Chain to drive best practice. |
| **Experience Keywords** (these are the technical keywords that have to be in the candidate’s experience) |
| SAP SD, SD pricing conditions, account determination, integration |