ROLE SPECIFICATION
SAP PRINCIPAL TECHNOLOGY ARCHITECTURE
(12 MONTHS FIXED TERM CONTRACT)

INTERNAL AND EXTERNAL ADVERT

TO
SANRAL Staff / External (www.nra.co.za)

REPORTS TO
SAP Project Manager

DATE
11 March 2020

GRADE
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SALARY
Market-related

LOCATION
SANRAL Head Office, 48 Tambotie Avenue, Val de Grace, Pretoria

APPOINTMENT TYPE
Fixed Term Contract

POSITION OBJECTIVE:
The primary purpose of this role is to manage the recently awarded SAP Digital Transformation to S/4 HANA through its Project lifecycle from a technical perspective. The Technology Architecture will be responsible for the quality management of the appointed service provider’s SAP Technical design, implementation and deploying of SAP solutions. Will also be required to act as a senior advisor to the SANRAL’s IT-department on recommended best practices during the implementation of the project. Facilitate cross-functional collaboration by speaking expertly on both the business goals and the solution capabilities. The TA might also be called upon to assist with compiling technical specifications for other SAP related projects.
ORGANISATIONAL STRUCTURE

SANRAL SAP S/4 PROJECT TEAM

- MINIMUM REQUIREMENTS:
  - A Bachelor's degree, preferably in commerce, engineering, information technologies.
  - Ten years' experience of large-scale SAP full cycle implementation.
  - Must have experience in reviewing and documenting business capability needs and creating winning solution recommendations with demonstrated ability in employing frameworks and structured approaches, with the ability of breaking down complex problems into manageable pieces.
  - Understanding of SAP products and competencies related to UI development, workflows, BPM, data warehousing, reporting and BASIS.
  - Well organized and capable of managing multiple priorities; experience with Agile methodologies preferred.

- ADVANTAGEOUS
  - Master's degree, preferably in commerce, engineering, information technologies or MBA is an asset
  - S/4 HANA experience preferred.
  - Technical certifications ideally SAP Hana Public Cloud and Basis certification.
**TECHNICAL COMPETENCIES:**

- Strong knowledge of leading practices and SAP S/4 HANA solution capabilities for the in-scope business processes, including finance, procurement, supply chain management, manufacturing, quality management, logistics and order to cash.
- Proven leadership in partnering with and influencing senior level business and IT stakeholders with the skill of encouraging innovation and problem solving without customization in a way that resonated with the organization.
- Strong team building skills, with ability to build quick and effective work rapport with diverse distributed team members.
- Must be self-motivated in learning new concepts and willing to share knowledge and skills with other team members.
- Outspoken and passionate about delivering well designed solutions that exceed business objectives and drive business success.
- Demonstrated ability to work in a fast paced, self-directed, action-oriented environment.
- Excellent interpersonal communication skills including oral, written, and listening skills.
- Demonstrate excellent communication skills, with the ability to articulate complex solutions, values and tradeoffs to key stakeholders.
- Experience working in a matrix environment and delivering projects and services via a combination of internal, contract, and outsourced resources.

**KEY RESPONSIBILITIES:**

- Understand the as-is situation and goals of a customer holistically and translate it into an adequate technology roadmap design (processes, applications, systems) as well as the appropriate operating concept based on SAP’s offerings, with a clear focus on customer success.
- Operationalizes SANRAL IT strategies, identify relevant components, approaches, input required, etc. to derive the best possible technology / operations approach for the customer combining public and private cloud as well as OnPrem scenarios. Is challenging existing approaches/concepts, to generate a state-of-the-art and future-ready outcome.
- Re-define the concept to come to the best solution (agility in solution design), where required.
- Clarifies existing expectations with SANRAL’s technology/ operations experts and stakeholders; creates an approach which integrates diverse points of views and which drives success from a technology / operation perspective.
- Collaborates with SANRAL / service provider’s teams for the best possible implementation.
- Drives knowledge management and innovation activities based on this experience with customers. Documents successful approaches, tools etc. and makes them available to project team.
- Collaborates and co-innovates with the respective development teams.
- Ensuring overall integration during the implementation project.
- Defines IT strategies, governance and architecture based on state-of-the-art technology; creates buy-in with the customer and works with other SAP-experts on the implementation.
• Defines the strategic, conceptual and technological boundaries for the design of the SAP-centric IT landscape as well as their financial impact.
• Able to address the organization as well as the procedures of SANRAL’s IT department with a focus on high efficiency, stability and performance. Helps customers to implement a state-of-the-art Technology-Innovation Roadmap.
• Provide solutions to address the need for cost sensitive IT operations versus supporting innovation in the age of digital transformation.
• Stay abreast with newest technological developments driving the Digital Transformation journey as well as the top technology trends, brings high technological experience (SAP and non-SAP) specific to industry.
• Translate business goals into appropriate solutions while assessing feasibility and optimization of the solution.
• Facilitate cross-functional collaboration by speaking expertly on both the business goals and the solution capabilities.
• Work collaboratively, effectively, and efficiently with stakeholders to ensure alignment and prioritization of goals and resources across multiple stakeholders, project priorities, and organizational initiatives.
• Assist in ensuring that the overall implemented solution integrates within the SANRAL application eco-system.
• Technology Consulting: Migration Planning, review of Technical Architecture and Technical Conception
• Business Process Consulting: Solution Architecture, Transition to S/4 HANA and Cloud
• Support Business: Internal Enterprise Architecture.

EMPLOYMENT REFERENCE CHECKS

Employment reference checks are a requirement as part of SANRAL’s recruitment and selection process. In order for SANRAL to conduct these checks a consent form needs to be completed and signed by the applicant. As an applicant of this position, you authorize SANRAL to process all the information provided for the purpose of your application for the position as well as the verification and record keeping of such credentials.

Please note that this is a confidential document and is intended for internal use by SANRAL’s Human resources department only.

EMPLOYMENT EQUITY

Appointments will be made in accordance with SANRAL’s Employment Equity plan.

SANRAL reserves the right not to fill any position

Closing date for applications: 25 March 2020

Please submit your CV to:

HR Department
SANRAL Head Office
E-mail: RecruitmentHO@nra.co.za

SAP Principal Technology Architecture: EC#5744110