

**My CV** update 01.11.2015



**Volker Kücherer**

**Senior SAP-HR Consultant**

**Im Hassel 28  
D-69221 Dossenheim  
Germany**

**Mob: +49-1714727555  
Mail: [volker@trustandsoft.com](mailto:volker@trustandsoft.com)  
[www.trustandsoft.com](http://www.trustandsoft.com)**

<b>My SAP-HCM Experience</b>	<b>Experience in years:</b>	<b>SAP-HCM:</b>	<b>Knowledge:</b> + good ++ super +++ expert	
<b>Personaladministration</b>	28	PA/OM	+++	
<b>Payroll</b>	28	PY > 15 Countries	+++	
<b>Integration</b>	28	FI/CO, Third Party	++	
<b>Organizationsmanagement</b>	20	OM	++	
<b>Timemanagement</b>	28	PT	+++	
<b>Travelmanagement</b>	25	TRV,	+++	
<b>ESS-MSS</b>	20	PA, OM, PT, PY, TRV	+++	
<b>Mobile</b>	6	PA, OM, PT, PY, TRV	+++	
<b>SuccessFactors</b>	1	EC	+	

### **Project management Skills:**

Managing international project-teams (consultants, developer, trainer & super user)  
 Developing the Business Blueprint  
 Managing risks and issues  
 Managing and estimating the resources  
 Prepare and managing the project planning for all phases  
 Managing all phases of the HCM implementation  
 Managing the project documentation  
 Very good knowledge of the HR business processes  
 Experience with SAP's Solution Manager  
 Strong in presentations, working with Word, PowerPoint , Excel and Visio

### **SAP Functional Skills:**

ADM Administration since 1987  
 TIM Positive and Negative Time management since 1987  
 PAY German and international Payroll since 1987  
 PAY Country specific Payrolls since 1996  
 PD/PE Personnel Development since 1998  
 OM Org.-Management since 1999  
 ESS/MSS HR-Portals since 1999  
 TRV Travel management since 1996  
 FI/CO Financial since 1985  
 CRM Customer Relationship Management since 2001  
 MOBILE APPS since 2009  
 SUCCESSFACTORS since 2014  
 CONCUR since 2014

### **SAP Special Technical Skills:**

Release and Release-Upgrades for R/2 , R/3 and *my SAP*

Interfaces to Clockin/Clockout Systems  
Interfaces to Financials, CRM and Others  
Crossover Interfaces to PAISY, PeopleSoft, ADP and other 3rd Party  
Legal Change Packages  
SAP Portal & SAP Mobile

### **SAP Internal Skills:**

Development and teaching HR & TRAVEL Training courses  
Development of HR Implementation Guides  
Hotline/Support  
SAP HR and BASIS  
SAP Portal and ESS/MSS  
SAP Project Management  
SAP Solution Manager  
SAP FI/CO & CRM

### **Specific Skills**

Global Implementations of SAP-HR/HCM (including template development),  
Global Implementation of SAP-SF (Success Factors) and SAP-CONCUR  
Global Implementation of SAP Portal and SAP Mobile

Customizing National & International Payroll (including interfaces),  
Customizing Time Management (including interfaces),  
Customizing ESS-MSS Employee Self-Service & Manager Self Service,  
Customizing Global HR & Global Employee (Expatriates),  
Customizing Travel Management

Mobile ERP- Apps  
EIC Employee Interaction Centre  
Financials & CRM

Blueprinting  
As is & To Be analysis and documentation,  
Gap analysis and documentation.  
Functional specifications and documentation

## **My Clients**

### **Germany**

Sony Deutschland, ADM, TIM, PAY, 1988/89  
Saarbrücker Zeitung, ADM, TIM, PAY, 1988/89  
BergbauVerein, ADM, TIM, PAY, 1988/89  
Grundig AG, ADM, TIM, PAY, 1988/89  
Thermal, ADM, TIM, PAY, 1990/91  
Dresdner Arzneimittel, ADM, TIM, PAY, 1990/91  
Wieland AG, ADM, TIM, PAY, 1988/89  
Reichsbund Bonn, ADM, TIM, PAY, 1990/91  
Motorpresse, ADM, TIM, PAY, 1990/91  
Gross Kraftwerk Mannheim, ADM, TIM, PAY, 1990/91

Bitburger Brauerei, ADM, TIM, PAY, 1988/89  
Bergische Brauerei. ADM, TIM, PAY, 1989/90  
ABB Deutschland, ADM, TIM, PAY, 1990/92  
Landys+Gyr Deutschland, ADM, TIM, PAY, 1992/93  
Fresenius, ADM, TIM, PAY, 1992  
Rhone Poulenc, ADM, TIM, PAY, 1992  
TUEV München, ADM, TIM, PAY, 1993  
BASF, ADM, 1990  
Hypo-Bank, ADM, 1993  
Dresdner Bank, ADM 1992  
Hoffmann La Roche, ADM, TIM, PAY 1991/92  
Hoechst AG, ADM, TIM, PAY 1991/92  
Deere & Co., ADM, TIM, PAY 1990  
Carl Zeiss, ADM, TIM, PAY 1990  
Heidelberger Zement, ADM, TIM, PAY 1991/92  
Schneidersöhne, ADM, TIM, PAY 1992/93  
Deutsche Aerospace, ADM, TIM. PAY 1993  
Kraftanlagen AG, ADM, TIM, PAY 1993  
Wayss&Freytag AG, ADM, TIM, PAY 1993  
Bosch-Junkers, ADM, TIM, PAY1993  
Siemens Deutschland, Global-HR 2002/03  
Osram Deutschland, ADM, TIM, PAY 2000/01  
Infineon Deutschland, Proposal for Global HR  
Hebel AG Deutschland, ADM, TIM, PAY 2001/2002  
Airbus Deutschland, ADM, TIM, PAY 2003/04  
Commerzbank, ADM, TRV, ESS/MSS 2004  
Bayer AG, ESS/MSS 2002/03  
Boehringer Ingelheim, ESS/MSS 2004  
Springer Berlin, ESS 2004  
Siemens SBS Nord, SAP-HR-Strategy 2006  
EDS/Sal.Oppenheim Germany, HR-Portal, 2006  
SAP/Siemens Germany, HR Delta Training, 2007  
T-Systems Germany, SAP-HR-BPO Strategy, 2007  
Momentive/BAYER/GE Germany, Global Rollout 2007  
Deutsche Bundesbank, ESS-MSS Strategy/Coaching 2008  
Honeywell Deutschland, ADM/TIM/PAY & Interface to Peoplesoft 2008  
SAP Deutschland, SAP-HR on iPhone, 2009  
ADP Deutschland, SAP-HR-PY 2010  
KIVBF Deutschland, SAP-HR, PA, PT, PY, ESS/MSS, 2010  
Panasonic, SAP-HR Performance Management, 2010  
Nokia-Siemens-Network Germany, Global HR Rollout & Harmonization 2010  
UniCredit Germany, Global Template & Global Rollout, 2011  
@iutor Germany, Mobile Business Solution 2009-2012  
Alstom Germany, PA, PT, PY, OM, CATS, Travel management, Global Template, 2012  
Mobil-Oil ISC, PA, PT, PY, OM 2013  
Opel/GM Germany, Travel management 2014  
ALTRAN Germany, Presales 2015

## **International**

Siemens/Osram International from 1996-2002:  
Siemens France, ADM, TIM, CATS+CRM, TRV  
Siemens BENELUX, ADM, TIM, CATS+CRM, TRV

Siemens Switzerland, ADM,TIM,CATS+CRM  
Siemens Austria, ADM, TIM, CATS+CRM  
Siemens Hungaria, ADM, TIM, CATS  
Siemens Sweden, ADM, TIM, CATS+CRM, TRV  
Siemens Norway, ADM, TIM, CATS+CRM, TRV  
Siemens Spain ADM, TIM, CATS+CRM  
Siemens Portugal, ADM, TIM, PAY, CATS+CRM  
Siemens Italy, ADM, TIM, PAY  
Siemens Russia, ADM, TIM, PAY  
Siemens Argentina, ADM, TIM, PAY, CATS+CRM, TRV  
Siemens Colombia, ADM, TIM  
Siemens Brazil, ADM, TIM, CATS+CRM, TRV  
Siemens Mexico, ADM  
Siemens USA, ADM, TIM,PAY, CATS+CRM, ESS  
Siemens RSA, ADM, TIM, CATS-CRM, TRV  
Siemens China, ADM, TIM, PAY  
Siemens Singapore, ADM, TIM  
Siemens Indonesia, ADM, PAY  
Siemens Taiwan, ADM  
Siemens Malaysia/Thailand, ADM TIM  
Osram France, ADM, TIM  
Osram Argentina, ADM, TIM, PAY  
IRC International Red Cross, Switzerland, ESS/MSS, 2002  
Kodak U.S, Proposal for Global HR, 2002/2003  
State of Louisiana U.S., Proposal for ESS/MSS Security, 2003  
Airbus France, HR-Support, ADM, TIM, PAY, 2003/2004  
Airbus Spain, HR-Support, ADM, TIM, PAY, 2003/2004  
Airbus U.K., HR-Support, ADM, TIM, PAY, 2003/2004  
Airbus Global, HR-Development of Concepts, 2004  
Volvo Sweden, HR-Solution-Architect, 2004  
Inland Revenue U.K., HR-ESS/MSS Review, 2004  
University of Leeds U.K., ESS/MSS Review, 2004  
Lidl Netherlands, HR-Support ADM, TIM, PAY, 2005  
Tyrolit Austria & U.S., ADM, TIM, PAYCHEX, 2005  
Bose Netherlands, ADM, TIM(CATS), REMEDY, 2005  
Nyherji Iceland, ESS/MSS 2005  
Schneider-Electric France & Global, ADM, Integration Peoplesoft/SAP, 2005  
Cemex Europe/Budapest/Hungary, ADM, TIM, PAY, Coaching/Training, 2005  
Nestle Caribbean Puerto Rico U.S., ADM,TIM,PD, OM, ESS/MSS, MDT, T&E, Coaching/Training, 2006  
Glaverbel Belgium, ADM, TIM, PAY, OM Coaching/Training, 2006  
Siemens Belgium, ADM, TRV, 2006  
Siemens Germany, Strategy, 2006  
EDS & Sal.Oppenheim Germany, HR-Portal,  
SAP & Siemens Germany, HR Delta Training  
Atos Origin Global, HR-Portal, 2006/7  
T-Systems Global, SAP-HR-BPO Strategy, 2007  
Momentive/BAYER/GE USA & Germany, Global Migration & Rollout, 2007  
Rolls Royce UK/US/CA/GE, HR-Upgrade Study 4.6c -> ECC 6.0  
NIS Serbia National Oil Company, ADM, OM, TIM, PAY , 2007/8  
Honeywell Schweiz, ADM/TIM/PAY & Interface to Peoplesoft, 2008  
Aramco Saudi Arabia, Travelmanagement & ESS/MSS, 2008  
Tata Consulting India, Travelmanagement & ESS/MSS, 2008  
Infosys India, PA, PY, PT, OM, ESS/MSS, 2008  
Vestas Denmark, PA, PY, PT, CATS, 2008/2009  
Globus-Market Russia, PA, PT, PY, 2008

Media-Saturn Russia, PA, PT,PY, 2008  
Novartis Switzerland, PA, OM, ESS/MSS 2009  
SAP USA, SAP-HR on iPhone, 2009  
Bundesverwaltung Schweiz, PA, OM, PT, ESS/MSS 2009  
SAG Zürich, SAP-HR-PY, 2009  
Panasonic Europe Hamburg, Performance Management, ESS/MSS, 2010  
Nokia Siemens Network, Muenchen, Global Rollout HCM, 2010  
Pirelli Milan/Italy, Global Rollout HCM, 2011  
Metso Helsinki/Finland, Travel management 2011/2012  
Tieto Austria, PA, OM, PT, PY, ESS/MSS, 2012  
Alstom, Switzerland, PA, PT, PY, OM, CATS, Travel Management, Global Template 2012  
Siemens UK, Italy, Thailand, Malaysia, Singapore, Australia. PA, CATS, 2013  
UBS Bank, Switzerland, Global Travel Management 2013  
NOKIA NSN, Finland, Global SAP-HR, 2013/2014  
TECH MAHINDRA, India, Global SAP-HR, SAP-TRAVEL, 2014  
Beeline Germany, Global SAP-HR/OM, SAP-RETAIL, 2014  
SAP AG, Global, SAP-HR/HCM/TRAVEL, SuccessFactors, Concur, 2015  
CAPITA UK, SAP-HR Rollout workshops for Germany, 2015

## My Projects

**Project: CAPITA London**  
**SAP-HR-PY Rollout Workshops for Germany**

**Duration: August 2015 – September 2015**  
**Role: SAP-HR/HCM/TRAVEL Senior Consultant**

Business Blueprinting Rollout SAP-HCM to Germany

**Project: OPEN SAP**  
**Self Training**

**Duration: February 2015 – today**  
**Module: SAP FIORI, SAP PERSONAS & S/4HANA**

Student

**Project: ALTRAN Germany**  
**SAP HCM/BW-BI PRESALES**

**Duration: March 2015 – today**

**Role: SAP-HR/HCM/TRAVEL Senior Consultant**

Support for Presales Activities

**Project: SAP AG  
RDS Best Practice**

**Duration: February 2015 – today**  
**Role: SAP-HR/HCM/TRAVEL Senior Consultant**

Best Practice Support for SAP-HR/HCM/Travel, SuccessFactors (EC Employee Central) & Concur

**Project: Adiutor Germany & India  
-Independent Mobile Business Apps-**

**Duration: May 2009 – today**  
**Role: Project Manager**

Frontend: iPhone, iPad, Android, Windows  
Backend/Cloud : Independent, SAP, SuccessFactors, Concur and others

**Project: Beeline Cologne Germany**

**Duration: December 2014 – January 2015**  
**Role: Senior SAP-HCM-Consultant**

**Duration: August 2014 – September 2014**  
**Role: Trainer/Coach for SAP Travel Management Rollout Germany**

Trainer/Coach for the first Global Rollout country Germany

**Project: TECH MAHINDRA**

**Duration: May 2014 – January 2015**  
**Role: Senior SAP-HCM & TRAVEL Solution Specialist**

Trusted Advisor and Senior SAP-HCM & TRAVEL Consultant for the German Market.

**Project: NOKIA NSN Global Project "Phoenix "**

**Duration: October 2013 – March 2014**  
**Role: Senior SAP-HCM Solution Specialist**

Global Business Blueprint, regarding "Global T&E Harmonization and Back to the SAP standard "from the current System to a future Global System.

**Project: IBM Switzerland**

**Duration: September 2013 – October 2013**

**Role: Team Lead & Senior SAP-TM (Travel and Expenses) Solution Specialist**

Business Blueprint for the UBS Bank Zürich, regarding "Global T&E Harmonization and Back to the SAP standard "of 4 different SAP Systems and 1 Non-SAP System

**Project: Siemens UK, Italy, Thailand, Malaysia, Singapore & Australia.  
SAP- HCM**

**Duration: May 2013 – July 2013**

**Role: Senior SAP-HCM Solution Specialist**

PA, CATS Rollout to UK, IT, TH, MY, SN and AU

**Project: MOBIL-OIL ISC /Germany  
SAP- HCM**

**Duration: January 2013 – February 2013**

**Role: Senior SAP-HCM Solution Specialist**

PA, PT, PY, OM, TRV, ESS/MSS

**Project: ALSTOM /Switzerland  
SAP- HCM**

**Duration: May 2012 – October 2012**

**Role: Senior SAP-HCM Solution Specialist**

PA, PT, PY, OM, CATS, Travel management, Global Template

**Project: ALSTOM /Germany  
SAP- HCM**

**Duration: May 2012 – October 2012**

**Role: Senior SAP-HCM Solution Specialist**



PA, PT, PY, OM, CATS, Travel management, Global Template

**Project: TIETO /Austria**  
**SAP- HCM**

**Duration: April 2012 – June 2012**  
**Role: Senior SAP-HCM Specialist**

PA, OM, PT, PY, ESS/MSS

**Project: METSO /Finland**  
**SAP- Travel Management**

**Duration: November 2011 – February 2012**  
**Role: Senior SAP-HR Specialist**

SAP-HR, PA, TRV, HCM-BW

**Project: UniCredit, HypoVereinsbank /Germany**  
**Global SAP-HR, Global Template**

**Duration: May - October 2011**  
**Role: Senior SAP-HR Specialist**

SAP-HR, PA, OM, PT, PY, TRV, HCM-BW

**Project: Pirelli Milan /Italy**  
**Global SAP-HR**

**Duration: January 2011 – April 2011**  
**Role: Coach of the Project Manager**

SAP-HR, PA, OM, PT, PY & TRV

**Project: Nokia-Siemens-Networks Muenchen**  
**Merger, Migration & Harmonization of SAP-HR**

**Duration: November 2010 – December 2010**  
**Role: Senior SAP-HR Specialist**

Global SAP-HR Merger of about 60 countries !

**Project: KIVBF Germany (Public Sector)**  
**SAP-HR Baden Wuerttemberg**

**Duration: March 2010 – July 2010**  
**Role: Coach Project Manager**

SAP ECC6.0,  
SAP HR/FICO ESS/MSS  
**Project: ADP Germany**  
**SAP-HR -PY**

**Duration: January 2010**  
**Role: Senior SAP-HR Consultant**

SAP ECC6.0,  
SAP HR Payroll for Harman-Becker

**Project: Schweizerische Eidgenossenschaft**  
**Federal Office of Information FOITT**

**Review SAP-HR-PT (Harmonization Time Management)**

**Duration: October 2009 – November 2009**  
**Role: Senior Global SAP-HR Consultant**

SAP ECC6.0  
SAP HR/ ESS/MSS

**Project: Novartis Switzerland**  
**SAP-HR Global Rollout**

**Duration: April 2009 – June 2009**  
**Role: Senior Functional SAP-HR Team lead**

ECC6.0, Rollout Spain  
SAP-HR, PA, OM, ESS/MSS

**Project: VESTAS Denmark**  
**Global Rollout SAP-HR, PA, PT, PY &CATS**

**Duration: October 2008 – February 2009**  
**Role: SAP-HR Project Manager**

ECC6.0

Germany: PA, PT, PY & CATS

**Project: Media-Saturn Russia  
SAP-HR Review**

**Duration: November 2008**

**Role: Senior SAP-HR Project Manager**

ECC6.0

SAP-HR, PA, PT, PY & CATS

**Project: Globus Markets Russia  
Study: Rollout SAP-HR in Russia**

**Duration: October 2008**

**Role: SAP-HR Specialist & Coach**

ECC6.0

PA, PT, PY & CATS, ESS/MSS

**Project: SAP India / Infosys India  
Upgrade 4.7 – ECC 6.0, Global SAP-HR & ESS/MSS**

**Duration: July 2008**

**Role: SAP-HR- Specialist & Solution Architect**

R/3, ECC6.0 EP 7.0

Coaching, Review, Audit Infosys Global SAP HR Solution (90.000 Employees)

Upgrade 4.7 -> ECC 6.0, ESS/MSS, Global Payroll

**Project: TATA CONSULTING India  
Travel Management & ESS/MSS**

**Duration: May 2008**

**Role: SAP-HR- Specialist & Coach/Trainer**

R/3, ECC6.0

Coaching, Training

**Project: ARAMCO Saudi Arabia  
Travel Management & ESS/MSS**

**Duration: April 2008**  
**Role: SAP-HR- Specialist & Coach/Trainer**

R/3, ECC6.0  
Coaching, Training

**Project: Honeywell Germany & Switzerland / Logica  
Global Rollout SAP-HR & Interface to Peoplesoft**

**Duration: March 2008 – July 2008**  
**Role: SAP-HR- Specialist & Project Management Coach**

R/3, ECC6.0  
OM, PA, TM, PY  
Interface to Peoplesoft

**Project: NIS National Oil Company, Serbia / SAP Austria  
SAP HR & "First Serbian Payroll"**

**Duration: December 2007 –March 2008**  
**Role: SAP-HR-Project Manager**

R/3, ECC6.0  
OM, PA, TM, PY

**Project: Rolls Royce UK, US, CA & GE /EDS  
Study: Global HR Upgrade 4.6c -> ECC 6.0**

**Duration: October – December 2007**  
**Role: Senior Global SAP-HR-Consultant& Project Manager**

R/3, ECC6.0  
Study: Global HR Upgrade 4.6c -> ECC 6.0

**Project: Deutsche Bundesbank, Frankfurt  
ESS-MSS Strategy/Coaching**

**Duration: January 2008**  
**Role: Senior Global SAP-HR-Consultant**

R/3, ECC 6.0 EP 7.0

**Project: Momentive Waterford NY/US, Leverkusen Germany  
( former General Electric/Bayer)  
Migration OracleHR -> SAP-HR and Global Rollout**

**Duration: since June 2007**  
**Role: IT Project Manager EMEA & INDIA**

R/3, ECC6.0  
Global Migration OracleHR to SAP-HR  
Global HR Rollout PA, OM, TIM & PAY

**Project: Deutsche Telecom/T-Systems  
SAP-HR Strategy  
Duration: March - October 2007  
Role: Senior Global SAP-HR-Consultant**

R/3, ECC6.0  
Coaching & Consulting for Global HR Rollout & Global HR BPO

**Project: SAP Germany/Siemens Germany  
Design& Development: SAP-HR Delta Workshop  
Duration: March-April 2007  
Role: Senior Global SAP-HR-Consultant**

R/3, ECC 6.0, EP 6.0  
Backend: Delta 4.5/4.6 --> ECC 6.0  
ESS-MSS: Delta ITS --> EP.6.0

**Project: Global IT Atos Origin  
Enterprise Portal  
Duration: July 2006 April 2007  
Role: Global ESS-MSS Project Manager**

R/3 4.7 Netweaver 04,

Development and Global Rollout, currently for  
Germany, Netherlands, France, United Kingdom, Belgium

CATS (Cross Application Time sheet), Leave Request, Travel expenses  
and PS- Reporting,

**Project: Siemens Belgium  
SAP Travel Management  
Duration: March 2006 – June 2006  
Role: Senior Global SAP-HR-Consultant**

ERP 2004, Netweaver 04,  
Setup/Review and Customizing SAP Travel Management for Belgium and Luxembourg  
with the Interface to CATS and Self Services  
ESS/MSS: Leave Request, Clock in /out Correction,  
Team Calendar and CATS

**Project: Siemens Germany**  
**SAP-HR Strategy**  
**Duration: March/April 2006**  
**Role: Senior Global SAP-HR-Consultant**

ERP 2004/5, Netweaver 04,  
SAP Time Management  
SAP Travel Management  
SAP-HR Portal ESS/MSS

**Project: GLAVERBEL Belgium**  
**Training/Coaching the SAP-HR Team for the Global Rollout**  
**Duration: February - March 2006**  
**Role: Senior Global SAP-HR-Consultant**

Training and Coaching the SAP-HR Team in PA, TM, PY & OM  
for Glaverbel's Global Rollout  
SAP training course: HR050, HR305, HR505

**Project: NESTLE Caribbean**  
**Training/Coaching the Super User for the Global Rollout**  
**Duration: January 2006**  
**Role: Senior Global SAP-HR-Consultant**

Training and Coaching the Super User in PA, TM, PD, OM, TRV, T&E, ESS/MSS & MDT  
for Nestlé's Global Rollout  
SAP training course: SAPHR, HR050, HR130

**Project: CEMEX SSC Europe/Budapest, Hungary**  
**Training/Coaching the SAP-HR SSC-Team**  
**Duration: December 2005**  
**Role: Senior Global SAP-HR-Consultant**

Training and Coaching the SSC Experts for SAP-HR and the German Payroll  
SAP training course: SAPHR, HR050, HR110

**Project: Global Schneider Electric/Paris, France**  
**Interface Peoplesoft/SAP-HR & Setup SAP-HR**  
**Duration: May 2005 - November 2005**  
**Role: Senior Global SAP-HR-Consultant**

Blueprint, Setup and Customizing the SAP-HR Masterdatas for Schneider-Employees and Schneider Contractors

Detail analyse, Blueprint and Development Requirements for the global Peoplesoft/SAP-HR Interface via SAP's XI

**Project: NYHERJI/Iceland**  
**SAP-Portal 6.0 ESS/MSS**  
**Duration: July 2005**  
**Role: Senior Global SAP-HR-Consultant**

Setup and Customizing the SAP Portal  
Including: All the current Self-services for HR, Financials & Travel management

**Project: BOSE, Edam/The Netherlands**  
**Time management(CATS) integrated with REMEDY (Call Centre Solution)**  
**Duration: March 2005 -May 2005**  
**Role: Senior Global SAP-HR-Consultant**

SAP-HR- 4.7, ADM, TIM, CATS and REMEDY (Call Centre Software)  
Including: Customizing via IMG, Data Quality, Data Migration, Special-Tests &Going Live Strategy

**Project: TYROLIT, Schwaz/Austria**  
**Time management with a special Clockin/out System**  
**Duration: February 2005 -April 2005**  
**Role: Senior Global SAP-HR-Consultant**

SAP-HR- 4.7, ADM, TIM and transfer to PAYCHEX (ext. Payroll )  
Including: Customizing via IMG, Data Quality, Data Migration, Special-Tests &Going Live Strategy

**Project: LIDL, Huizen/The Netherlands**  
**Going-Live Review**  
**Duration: January 2005**  
**Role: Senior Global SAP-HR-Consultant**

SAP-HR- 4.7, ADM, TIM PAY Going Live Support Going Live Review  
Including: Checking IMG, Data Quality, Data Migration, Special-Tests &Going Live Strategy

**Project: VOLVO, Gothenburg/Sweden, Global-HRT**  
**Duration: November & December 2004**  
**Role: Senior Global SAP-HR-Consultant & Global System/Solution Architect**

SAP HR Strategy SAP-EP 5.0 & 6.0  
Global Conversion Strategy  
Global Architecture Strategy  
Global Application Integration Architecture  
Global HR Rollout Strategy

**Project: Boehringer Ingelheim Germany**  
**SAP- Portal HR: ESS/MSS/TRV/CATS**  
**Duration: September 2004**

**Role: Senior SAP-HR-Consultant & SAP-HR Portal Specialist**

SAP-HR- ESS/MSS 4.7 SAP-EP 6.0

Including: Hands-On: Customizing & Training for the SAP-Standard.

**Project: Commerz Bank Germany**

**ESS for SAP-Travel management (TRV)**

**Duration: September 2004 -October 2004**

**Role: Senior SAP-HR-Consultant & ESS/MSS Specialist**

SAP-HR- ESS/MSS 4.7 & ITSSAP-TRV & SAP Travel management NON SAP Portal

**Project: Inland Revenue, Worthing UK & University Leeds UK**

**SAP-HR-Portal & ESS/MSS Review**

**Duration: August 2004**

**Role: Senior SAP-HR-Consultant & ESS/MSS Specialist**

SAP-HR- ESS/MSS 4.6c.SAP EP (Enterprise Portal ) EP 5.0

Including: Analysis of the current situation. Develop and present a Review about the timeframe for Going-Live.

**Project: Thales, London UK**

**Development HRIS Concepts for CATS**

**Duration: August 2004**

**Role: Senior SAP-HR-Consultant & CATS Specialist**

SAP-HR-TIM/CATS

Crossover to SAP-FI/CO, SAP-PP/PM and SAP-PS

**Project: AIRBUS HRIS Toulouse/France**

**Duration: 1.03.2004 – 15.6.2004**

**Role: Development HRIS Concepts**

SAP-HR-Portal Upgrade Release 4.7 to my SAP HR,

ESS/MSS, eRECR, French Payroll, Global Support

Analysis the current Data Quality.

Develop the Global Template Strategy for Data Migration, The Tools and Interfaces.

Global Architecture Strategy, Hardware, Software, SAP-Clients, Integration with 3rd party

Global Application Integration Architecture, Legacy Systems/Applications, 3rd party Applications,

Outsourcing Applications, Time Entry Systems , Financial Applications and BW.

Global HR Rollout Strategy, Timeframe, Content, Support(Organisation and Handling) and LCP-Campaigns

**Project: AIRBUS HRIS**

**Duration: 1.12.2003 – 28.2.2004**

**Role: SAP- HR-Support 2nd Level (Germany, Spain, UK)**

Going Live Support SAP-HR Release 4.7Live Support SAP-HR, Analyse errors, processes and risks in SAP

HR, Coordinate Helpdesk, HR-Project-Team, HR-Department and IT.

**Project: EMERITIS USA: Proposal for Kodak's SAP-HR Global Rollout**

**Duration: 1.9.2002 – 30.3.2003**

**Role: Global HR Consultant, Project Manager**

Responsible for the Strategy/Study, Proposal and the Engagement for Global-HR.

Including: Project Scope, HCM WORLD Approach, Global Roll-Out Tools, Global Template, Rollout



Schedule, Data Migration, Training & Knowledge Transfer, Communications Strategy, Assumptions, Project Organization, Costs

**Project: Siemens AG , Case Study: Management of Global Employees**

**Duration: 1.8.2002 -30.3.2003**

**Role: Global HR Consultant & Global HR Specialist**

Together with Siemens IDC (International Delegation Centre), working on a study SAP's Global Employees ( expatriates ) against Siemens own solution " PISA/VIADUCT".

**Project: BAYER AG, Stocks-Online (ESS) & Appraisal-Online (MSS)**

**Duration: 1.3.2002 - 31.1.2003**

**Role: Senior SAP Consultant & ESS/MSS Specialist**

Development, consulting and training for both e-HR self services  
ESS " Stocks Online" for Employees  
MSS "Appraisal Online" for their employees

**Project: Siemens USA, Payroll & Time for CATS- Online (ESS)**

**Duration: 1.7.2001 – 31.3.2002**

**Role: Global HR Consultant,**

Responsible for the development and implementation of the SAP-HR-Self-service.  
Including: Personnel functionality, Organisational Management, Personnel Administration. Time Management functionality (for positive and negative time recording solutions) also including Absence and Attendance, non-standard tolerance processing, Absences, Attendances, Transfer to SAP-HR-Payroll  
Capturing online Times, Cost Centre, Projects etc. via Cross Application Timesheet (CATS) by Intranet/Internet

**Project: Siemens USA, SAP-HR-Payroll**

**Duration: 1.10.2000 – 30.6.2001**

**Role: Global HR Consultant,**

Responsible for the development and implementation of the SAP-HR-Payroll (changing of the year 2000/2001) after SAP's maintenance stop for the current release.  
Activities included: Personnel functionality, Organisational Management, Personnel Administration and Payroll. Analyse the gaps between 2000 & 2001, Development new functions SAP-HR-PAY, for the year 2001  
Training and Consulting & Change Management

**Project: Osram Germany SAP-HR and France and Argentina (SAP-HR)**

**Duration: 01.01.1999 – 30.6.2002**

**Role: Global HR Consultant**

Responsible for the rollout and implementation of the SAP HR, Payroll and Time Management solution. In parallel with this, he was managing the entire project, including project reporting, planning, resources, issue management and change control.  
Activities included: Personnel functionality, Organisational Management, Personnel Administration, Payroll functionality included monthly payrolls, separate agreements and rules. Time Management (positive and negative), Absence and Attendance, non-standard tolerance processing, Substitutions, Time Transfer. The SAP Time Management solution was successfully interfaced to the Kaba Benzing time recording system.

**Project: Siemens Worldwide**

**Duration: 1.10.1996 - 30.06.2003**

## **Role: Global HR Consultant**

As the SAP Project Manager responsible for the rollout & implementation of SAP Payroll, Time Management (including CATS) and Travel Expenses sub-modules of SAP HR, as well as the configuration of interfaces to third party applications. Together with the customer and other SAP-Consultants and/or Consulting Partners, he was working for the SAP-HR success in

**France, Benelux, Switzerland, Austria, Hungary, Sweden, Norway, Spain, Portugal, Italy, Russia, Argentina, Brazil, Mexico, USA, South Africa, China, Singapore, Indonesia, Taiwan, Malaysia & Thailand**

This included the design and configuration of:

- Personnel functionality included Organisational Management, Personnel Administration
- Payroll requirements include both internal processing and transferring of data to external providers
- Monthly payrolls
- Positive and negative time and attendance solutions
- Processing of time using CATS
- Created time evaluation schemas for the valuation of time balances and quotas
- Wage types to be processed through payroll

In addition, he has configured Interfaces to external payroll providers and other companies using the interface toolbox, as well as configured the travel expenses solution for the entry, approval and settlement of business expense trips with payment options via Payroll and Finance.

**Projects: Germany: SAP-HR- ADM, PAY, TIM, TRV & Integration FI/CO + CRM**

**Duration: 1.10.1987 – 30.9.1996**

**Role: SAP- HR Consultant e.g. responsible for:**

**Chemical:** BASF AG, Hoechst AG, Hoffmann La Roche Deutschland, Dresdner Arzneimittel, Fresenius, Rhone Poulenc Freiburg,

**Industry:** Grundig AG, ABB Deutschland, Landys & Gyr Frankfurt, Bosch-Junkers Stuttgart, Kraftanlagen AG Heidelberg, Siemens, Thermal Hockenheim, Wieland AG, Deere und Co, Carl Zeiss Jena, Deutsche Aerospace

**Press:** Saarbrücker Zeitung, Motorpresse Stuttgart

**Construction:** Heidelberger Zement, Hebel AG, Wayss & Freytag AG,

**Brewery's:** Bitburger Brauerei, Bergische Brauerei

**Retail:** Schneidersoehne Karlsruhe, Sony Deutschland

**Public Sector :** Reichsbund Bonn, Kraftwerk Mannheim, TUEV München

**Banking:** Hypo Bank AG, Dresdner Bank AG,

