

Published Role Title	Senior FICO Analyst (SYS-32022)
Type of Role	Perm
Location	Street, Somerset

Job Description

Main Purpose:

To work with the Business to scope, design and implement new or enhanced business systems
 To ensure that the systems supporting existing business processes work correctly and efficiently, and applications maintenance and support is delivered within SLA.
 To provide specialist expertise in the functional design, configuration or technical development of SAP, Manhattan or Microsoft application packages and technology.

Core Accountabilities:

Prepare feasibility studies; identify and evaluate innovative solutions to business problems; and develop project proposals, definitions and plans
 Evaluate and select software suppliers and implementation partners including preparation of Request for Proposal documents
 Prepare project definition documents, including project objectives and scope, outline solution, project plans, implementation approach, project resource and cost estimates
 Plan, monitor and control project workstreams of SAP releases or other strategic projects (e.g. Test Management of a major release of SAP)
 Project manage projects to deliver important new functional capabilities to the Business to time, budget and quality objectives
 Deliver functional and technical project delivery activities, including business process and solution blueprint design, delivery of the technical solution including package configuration and/or bespoke development, testing, execution of system implementation & rollout plans
 Deliver application maintenance and support, providing expert solution support within area of specialisation
 Analysis, design and implementation of minor modifications/enhancements to support non-project based business requirements
 Provide coaching/training to business super-users and process owners on ways to make the best use of standard application functionality.
 Co-ordination of third party suppliers in systems enhancement or support activities.
 Mentoring of junior team members in order to improve overall skill levels in technical and business process understanding

Key Outputs/Results:

Innovative system solutions to business problems and requirements
 Software solutions and implementation partners are selected against a formal set of evaluation criteria including fit to business requirements, track record, cost and contractual/commercial requirements
 Project Definition Documents and project plans created which clearly define both the business requirements and also the changes required to application systems to meet these requirements, including resource and cost estimates for their delivery
 Project workstreams delivered on time and budget and meet business requirements
 Projects delivered on time, to budget and quality objectives
 Implementation of high quality business applications which achieve stated project objectives, meet business and technical requirements including systems integrity, stability, functional and technical performance, and achieve customer satisfaction
 Application maintenance and support meets agreed SLA's to ensure no significant interruption to critical business operations from system issues, and to satisfaction of the Business
 Business as Normal application enhancements delivered to requirements and schedule agreed with the Business
 High quality guidance on opportunities to improve use of business systems provided to Business Super-Users and Process Owners
 Third party suppliers deliver systems enhancement and support on time and to satisfactory quality
 Successful ongoing development of junior team members in terms of breadth and depth of knowledge of our applications systems and also of business processes.

Resource Accountabilities:

Financial (Direct and Indirect):
 Responsible for the delivery of project work with costs up to £1m/year.
 People (FTE – Direct and Indirect):
 Leads project teams of up to 10 people.

Other Measures - (revenue/Equipment/Property)

Scope of role will cover:

Deep expertise in a major functional module or technical capability of SAP FICO

Ownership of the overall solution design for major business applications such as Finance applications

Key Relationships:

Process Owners, business managers and super users relevant to the individual's process and functional focus.

IT Department: Application Team Leaders, Senior Project Managers, Service Teams, Business Integration Team.

External software providers

External service providers

External consulting partners.

Essential Knowledge:

University degree or equivalent

Expert Knowledge of SAP global business processes and industry best practice in one or more relevant business areas:

e.g. supply chain

Expert in the design of robust application solutions to support business requirements.

Good understanding of effective Project Management principles.

Good Understanding of enterprise architecture and the integration points between application/technology areas.

Technical Skills:

Expert in the design, configuration or development of one or more modules of SAP FICO System

Expert business consulting skills including requirements definition, workshop facilitation and presentation

Expert in business process design and structured analysis techniques.

Expert in the design, build, testing and implementation of application solutions.

Strong skills in the use of IT methodology, tools and techniques.

Ability to interpret and update application architectures.

Good Project management skills.

Successful Experience:

10 years' experience of delivering and supporting SAP FICO system

Business Accountancy qualification – CIMA, ACCA or AAT

Minimum of two full implementation lifecycles gained in either a major upgrade or implementation project.

Experience of delivering support to business-critical systems.

Experience of managing small to mid-sized projects.

Competencies:

Analytical Thinking

Innovation

Problem solving

Customer Focused

Awareness of Business drivers

Attention to detail/Adherence to standards

Communication to both technical and non-technical audiences

Team working

Mentoring/Coaching