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| **DATE:** | 7/21/2014 | **P****OSITION:** | Lead Systems Architect |

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| **REPORTS TO:** | Jim Stachowiak | **LOCATION:** | North Olmsted |

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| **RECRUITER:** | Blake McEwing | **DEPARTMENT:** | Information Technology |

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| **SALARY GRADE:** | **EXEMPT:** | 8 | **NON-EXEMPT:** |  | **HOURS:** |  |

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| **COMPANY PAID RELOCATION:** | **YES:** |  | **NO:** | X |

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**BASIC JOB FUNCTIONS / RESPONSIBILITIES:**

Participates as a senior or lead team member, and performs all job duties under minimal direction and supervision. This position entails accountability for overall project management, as well as task level responsibilities.

Major responsibilities include the following:

* Design, planning, installation, upgrade, and administration, of a complex SAP Security architecture, across the full suite of SAP products, including: ECC, CRM, BW-BI (BOBJ), SCM, Portal/Web AS, NWDI, and Solution Manager.
* Design, development, and implementation of SAP Security configurations where they integrate with the Corporate Security Infrastructure, including LDAP, Windows Active Directory Services, and 3rd party application security interfaces.
* Participates as a key contributor during Corporate Compliance activities and initiatives in a Sarbanes Oxley reporting environment, including administration, management, and audit reporting, of SAP software/usage licenses across all SAP products.
* Provides advanced SAP Security and Basis support for all levels of management, as well as business analysts, power users, application developers, and infrastructure/operations team members.
* Actively participate in the periodic refresh of SAP system landscapes (system copy) from production instances to non-production instances.
* Research and perform SAP system migrations and support hardware upgrades and migrations. (Including secured interfaces, SNC, single sign-on, Federated Portals Networks, SPNego authentication configuration, LDAP, etc.)
* Willing to be on call for production support in a global SAP environment (24x7x365).

**QUALIFICATIONS:**

* Communicates effectively, both oral and written, with internal customers, other Information Technology associates, vendors, and IT senior leadership.
* Works effectively on project teams as a leader or as a participant. Plans, leads, and facilitates group meetings.
* 7+ years of hands-on SAP Basis and SAP Security administration experience through two full life-cycle SAP implementations, or through two major version upgrades in a UNIX/LINUX environment.
* Requires strong troubleshooting ability, and in-depth knowledge of SAP Security administration, as well as direct experience with the application of SAP software patches and SAP note fixes.
* Successful implementation of SAP “job based roles” in an ECC 7.x environment is preferred.
* Hands-on SAP Basis experience in Solaris and/or Linux environments a plus.
* Prosci Change Management Process certification a plus.

**COMPETENCIES:**

* **Innovation**  
  Has good judgement about which creative ideas and suggestions will work. Can facilitate effective brainstorming.
* **Building Effective Teams**  
  Builds team morale and spirit, is a champion of team success, shares success with the whole team, promotes communication, fosters open dialogue, empowers others to complete work.
* **Process Management**

Simplifies complex processes, effectively maximizes resource use, accurately visualizes work processes, uses measurements to manage results, creates efficient workflows, seizes opportunities for synergy.

* **Planning**  
  Excels at setting goals and objectives, efficient and effective scheduler, monitors results, anticipates obstacles, problems.
* **Learning on the fly**  
  Generally tries new approaches, Learns quickly when facing new problems.
* **Listening**  
  Listens to others’ points of view, patiently hears people out, can restate others’ opinions, keeps discussion focused.