

Title: Lead SAP FICO**Department: Technology & Digital****Position Overview:**

The Lead SAP FICO designs, develops and implements SAP Finance and Controlling (FICO) solutions to strengthen the organization's financial processes. The role ensures optimal module utilization, financial data integrity and accurate reporting to support informed decision-making and enhances operational efficiency, in line with company policies, divisional objectives and direction from the Director Technology & Digital.

Key Responsibilities:

- Configure, customize and integrate SAP FICO with other SAP modules and business systems to support financial processes and effective module utilization.
- Collaborate with Finance and business units to translate budgeting, forecasting and financial modeling requirements into SAP FICO solutions.
- Implement and maintain financial planning tools, dashboards and reports; monitor actual results against budgets and support variance analysis.
- Review and optimize financial reporting structures and SAP FICO configurations to deliver accurate, timely and insightful financial reports.
- Establish data validation checks and controls, review financial data regularly, and address errors or inconsistencies to maintain data integrity.
- Integrate SAP FICO reporting with financial planning and analysis tools, enabling timely data updates and synchronization; improve reporting performance and usability.
- Support annual cost planning and budgeting with Finance and department heads; analyze significant cost variances and facilitate corrective actions.
- Implement activity-based costing, allocate indirect costs, and manage product costing with Production and Supply Chain to ensure accurate cost calculations.
- Conduct profitability and cost-benefit analyses, identify cost optimization opportunities, and track improvements arising from technology initiatives.
- Coordinate with Finance, Supply Chain, HR, customers and vendors on financial planning, procurement costs, payroll, benefits, billing and vendor payment requirements; guide the Officer SAP on related functional tasks.

Required Competencies:

- **Creating & Conceptualizing:** Strategic thinking, business value orientation and continuous improvement.

- **Leading & Deciding:** Prioritization, governance, risk management and stakeholder influence.
- **Supporting & Co-operating:** Cross-functional collaboration, communication and change management.
- **Organizing & Executing:** Project planning, delivery discipline and management of competing priorities.

Qualifications & Experience:

- ACCA or CA qualification with 8+ years of experience in SAP FICO.
- Proficiency in SAP Finance and Controlling configuration, customization and integration with other SAP modules; understanding of ERP concepts and finance integration across business functions.
- Strong knowledge of accounting principles, financial statements and reporting standards, with the ability to develop financial models, forecasts and financial performance analyses.
- Familiarity with financial management systems beyond SAP, such as Oracle or Hyperion, and industry-specific knowledge relevant to organization's financial processes.