Curriculum Vitae

Hasan

SAP MM Consultant
SAP Security and Authorizations Consultant SAP Project Manager

First Name: Hasan
Title: Ing.
Birthday: 09-09-1969
Nationality: Dutch

✿✿ Hasan in a nutshell Introduction

There are three major pillars in my career:

- - SAP MM and P2P processes in Industry, Chemicals and Retail

  As SAP MM consultant I have as well hands on experience in Kernel Development and Roll Outs (Work Shops, Blueprinting, Design, Realization, Testing, Data Conversion, Go Live Support, Application Support, Interfaces, Customizing, etc) as also process experience in analyzing and improving P2P processes as part of CPO project.

- - SAP Security and Authorizations
  I can do almost everything in SAP Security and Authorizations and I have quite a lot experience in Internal Control and SOX.
- - Team Management and Project Management
  In several projects I was having several coordinating roles such as Team Lead, Roll Out Coordinator, Kernel Delivery Manger or Project Manager. In these roles I have got experience in Team Management and Project Management.

Almost all my projects have taken place in complex international environments. And more complexity means more fun. A day without solving complex problems is a lost day. This is actually the best description of my motivation. And my ambition is to develop as a consultant / project manager, mainly to distinguishing myself through professionalism, quality, added value to the business of my customers and excellent service.

Competencies

I can do everything in SAP Security and Authorizations, I am good in SAP MM and P2P processes and I have quite experience in Team or Project Management and coordinating tasks. Most of the projects I have done in large, complex and international environments. "The more international and more complex – means more fun," I would say. Because I have held the roles of project manager, SAP consultant and business consultant in large and complex projects, I am familiar with almost all aspects and all phases in different roles and projects.

☼☼ Most relevant projects / experiences

- + Allgeier CS ◇ toom Baumarkt (2017-2019)

  SAP MM Consultant

  In Prometheus Project, we have implemented Industry Solution for Retail by toom Baumarkt, a daughter of REWE Concern in Köln, Germany. After we have Implemented this Solution in about 300 Stores, we are now optimizing a Solution and in parallel we are developing existing Solution for Partners and Franchisers. After that we will be implementing it in additional 60-80 Stores.

- + Ciber AG ◇ toom Baumarkt (2015-2016)

  SAP MM Consultant

  In Prometheus Project, Ciber Ag is implementing a Industry Solution for Retail by toom Baumarkt, a daughter of REWE Concern in Köln, Germany. This is a big, international and complex Project environment where standard SAP Industry Solution for Retail is not satisfying demanding requirements of toom Baumarkt and where a lot Web Dynpro's is being customized or specially developed for toom

Baumarkt. After Pilot go Live we have developed Release R1.1 (containing some enhancements) in parallel with mass Roll Outs, to bring about 300 Stores across Germany on the new System.

- + Ciber AG ◇ RI-Solution ◇ BayWa (2014-2015)

  Security and Authorizations Consultant

  RI-Solution in Munich is a Consultancy Company owned by BayWa and RWA which are indeed two biggest customers of RI-Solution. For this project, I was hired by RI- Solution to design, realize and implement new Authorization Concept for one of the important BayWa's divisions Agrar. After this Projekt was so successful BayWa wanted us to do the same for second division: Baustoffe. The new concept exists of new set of

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Authorization Roles which are fully in line with SoD matrix and Control procedures (as part of Internal Control Framework) which I have designed for this project.

- + Ciber AG <> BASF (2013-2014)

Team Lead of Security and Authorizations Development Team

In Gates project, in which all authorizations for BASF were redesigned, my role was: Functional Team Lead of Development Team. The project is affecting about 60000 users, 14 major SAP systems and about 3000 Template Roles in SAP.

The very high level design was done by Deloitte and the detailed design and the development (of as well required tools as of all authorization roles) by Tech Mahindra. In my role of Functional Team Lead of Development Team, I was taking care that all development activities are being done in proper way (in terms of process but also in terms of content). In this role I was the functional bridge between business (Functional Work Streams of BASF), designer (Deloitte) and Development Team (mostly off shore delivery by Tech Mahindra). At the same time I was translating functional solutions to technical solutions in the system and taking care for implementation of it.

The whole new Authorization Concept as well all developed roles ware fully in line with SoX and SoD rules as defined by BASF. In order to deliver that, we also have developed several new SoD reports or have redesigned the old ones.

- + Ciber AG <> Chemische Fabrik Budenheim 3

(2012-2013)

Security and Authorizations Consultant

Chemische Fabrik Budenheim is part of Dr. Oetker concern. During BOSS project, Ciber AG has developed and implemented a new SAP solution (in first instance for Germany and Spain) but later also for other sites.
In this project have designed, developed and implemented a new Security and Authorization Concept for Chemische Fabrik Budenheim. This new concept exists of new set of Authorization Roles which are fully in line with SoD matrix and Control procedures (as part of Internal Control Framework which I have designed for this project).

- + Extensional (2012-2012)

Security and Authorizations Consultant

SAP Application Consultant

I have been hired by Extensional to help their First line support company: maXways by doing several tasks and having several roles:

- o - To stream (and make them more efficient) support processes to their customers,
- o - To bring some more seniority in the team related to SAP knowledge
- o - To help one of the customers (Intertaste) content wise in a SAP fine-tuning project on SAP MM and SAP Security and Authorizations
- o - To help first line support team with SAP Security and Authorizations issues and SoD conflicts.

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In this project I was working with SAP ECC6 environment.

- + The Next View

(2011 – 2012)

Managing Consultant

In the Managing Consultant role by The Next View I have contributed in further grow of the company in different ways:

- o - Content but also process wise taking care for Product development.
- o - Content but also process wise taking care for good project implementation. In this

  way I have taken a role of quality assurance on myself.

- o - By coaching and guidance of junior colleagues I have taken care for grow of a company, quantitatively but also qualitatively.

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- Contributing to the sales process.
In this project I was working with SAP ECC6 environment.

- + Capgemini
  (2000 – 2010)
  Security and Authorizations Consultant SAP Application Consultant

  In this period I was involved in several (mainly complex and international) projects by Capgemini customers. This I have done by taking several and different roles for my account:

  - o - SAP Security and Authorizations consultant,
  - o - SAP SoD and Internal Control expert,
  - o - SAP MM consultant
  - o - Business Analyst
  - o - Kernel Delivery Coordinator
  - o - Roll Out manager
    Here bellow is a extended overview of most interesting projects I have participated and roles I have fulfilled:
- + Capgemini

(2009 – 2010)

Lead consultant / project manager

During this period I was involved by several internal projects/activities by Capgemini:

- o - Sales opportunity by DSM NeoResens + related to roll out of SAP solution in Shanghai
- o - Data conversion support (content and process related) of SAP roll out by Akzo Nobel in

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- o ‐ Set up and organizing of Project life cycle en methodology training by Capgemini
- o ‐ Study of Purchase to pay process by Orbis hospital in Sittard and definition of improvement advice and activities
- o ‐ Study and improvement of offshore activities of V30 (a Capgemini entity) towards India and coordination of these activities

- + **Philips Consumer Electronics** (Capgemini customer) **(2008 – 2009)**

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Lead consultant

The two divisions of Philips: Consumer Electronics and DAP have been put together in to Philips Consumer Lifestyle. Not only sales and distribution activities have been put together (what is already considerable operation) but also two complex and international SAP systems were put in to one environment. After that this new system has been rolled out to all sites of the new division.

In this project I have participated in Realization phase of One Kernel project (Which means putting together two above mentioned systems). After that, I have taken care for implementation of One Kernel by Philips Benelux organization.

- + **NXP Semiconductors** (Capgemini customer)

(2002 – 2008)

SAP Security and Authorizations / ICF / GRC advisor

All the time I was involved in Philips (and later NXP) Semiconductors, even if I was having other jobs (like MM consultant or project manager) I was person who developed the Authorization concept of 'Semicon' and whenever any advice was necessary I was involved in it. Sometimes even just to take a critical look to any solution related to authorizations.

- + **NXP Semiconductors** (Capgemini customer) **(2007 – 2008)**
  SAP Security and Authorizations analyst

The Security and Authorizations concept of NXP was ready to be modernized and brought in line with new SOX guidelines. A team of authorizations and process experts was put together to analyze the processes of NXP and translate the international SOX guidelines to specific and concrete controls inside a internal control procedures of NXP and from there to define a new SOD conflicts and where necessary new controls and roles inside existing (in 2001 by me created authorization concept).

In this period we have succeed to define a new (fully in line with new SOX rules) set of controls for NXP and bring necessary changes to SOD conflict matrix and authorization roles.

- + **NXP Semiconductors** (Capgemini customer) **(2007 – 2008)**

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Business consultant MM and purchasing processes

In the role of business process analyst, during this project, I was responsible for analyzing and improving P2P process within NXP.
My activities in this period existed from: in detail analyze of P2P processes, finding flaws in the process, defining clear, concrete and measurable improvements, verifying of this (by purchasing and controlling community of several sites worldwide) and defining an implementation plan for these improvements.

All this has resulted in a strongly improved P2P process by NXP where:

- - the process has been simplified and has become more clear for people involved,
- - the cost of the process execution has been brought down and
- - payments to suppliers on time have become improved.
  In this project I was working with SAP ECC6 environment.

- + **NXP Semiconductors** (Capgemini customer)

  (2007 – 2007)

  ## Roll out manager

  In the role of the project manager, I was responsible for the implementation of the SPEED II solution in Jilin establishment of NXP Semiconductors, by making use of the SPEED methodology.
  My activities during this period where:

  - o - setting up the project and making planning of the project and each project phase,
  - o - helping negotiate budget (specifically the split between the local and kernel part)
  - o - managing project planning and progress
  - o - coordinating the team of consultant and business experts.
- + **NXP Semiconductors** (Capgemini customer)

  (2005 – 2006)

  ## Kernel delivery coordinator

  In the role of Kernel Delivery Coordinator, I was responsible for supporting project managers by taking a number of their tasks for myself and in this way helping by implementing a kernel solution to several sites in time and budget.
  My activities in this period were:

  - o - Coordination and guidance of the local MM, FICO, IDDC, Change management and Data conversion teams in Serembang, Manila, Shanghai, ...
  - o - Organizing, coordination and guidance of the integration test for several sites 7

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- + **NXP Semiconductors** (Capgemini customer) (2002 – 2005)
  SAP MM roll out consultant

  In the role of Roll Out Consultant, which I was taking during this period, I was responsible for coordination, coaching and leading (business process related but also project and process related) of local implementation

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teams. In this way I was responsible for meting implementation goals related to progress, budget and quality. My activities in this period were:

- Coordination and guidance of the local MM teams (as MM kernel contact) in Guandong,

    Serembang, Manila, Wenen, Shanghai, Kaohsiung, ...

- Taking care for roll out Blueprint and all Change Requests
- Work out customizing settings for the sites and the FD's for the local requirements
- Organizing and doing the Unit Tests of these enhancements

- **+ NXP Semiconductors** (Capgemini customer)
  (2001 – 2003)
  SAP Security and Authorizations consultant

  I was asked to set up authorization concept of Philips Semiconductors, bring it in line with Philips internal controls procedures at the time, prepare the solution for internal audit, create all roles as defined, prepare all tools and documents required for international roll outs and participate in worldwide roll outs.

  My activities in this period were:
  - design the Authorization Concept of Philips Semiconductors,
  - create the authorization roles as defined in concept,
  - define SOD conflicts based on internal control procedures by Philips, - prepare the system for internal audit
  - set up the authorizations for new sites,
  - create a roll out kit existing of:

  - authorization concept document to help the local team realize what it means - Internal Control framework
  - end user documentation
  - training of end users but also training of local User Administrator

  - roll out the authorization concept worldwide (as part of global roll outs) - maintenance of authorizations in the system,
  - first line support.

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- **+ Yamanouchi**

  (2000 – 2001)

  SAP Security and Authorizations consultant

  Yeoman project, designed by Capgemini to bring Yamanouchi in whole Europe to SAP, was having about 2 months to go live when people have discovered that there is no (anything of) Authorization Concept at all. So, Capgemini asked me to set up authorization concept, create all roles as defined, prepare all tools and documents required for international roll outs in a very short notice.

  My activities in this period were:
  - design the Authorization Concept of Yamanouch Europe,
  - create the authorization roles as defined in concept,
  - define SOD conflicts based on internal control procedures,
  - set up the authorizations for new sites,
  - create a roll out kit
  - roll out the authorization concept in Leiderdorp, Mappel en Milano (Italy) - hand over to support organization.

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- + Philips Consumer Electronics
  (2000 – 2000)
  SAP Security and Authorizations consultant

  In this period I have review and improved Security and Authorization concept of Philips Consumer Electronics. The FIL project (within Philips CE was busy with bringing all sites on SAP) was going on for quite some time already in quite heavy (fast) tempo but for some reason project get an idea that Authorization Concept wasn't set properly. At least there was a huge, complex and maintenance extensive solution set up and Philips CE wanted to get it simpler and easier to maintain.

- + DSM
  (1999 – 2000)
  SAP Security and Authorizations consultant

  For 23 Service Units of DSM there was a release change project from SAP R/2 to SAP R/3 (all within project SURE). Bringing these 23 companies to the same client was having consequences concerning authorizations and the protection of data from the several companies within the system.

  At the moment when I enjoyed the project team, they already were working on the project for several months. Concerning the authorizations, they already were looked

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for, for several companies. The customer, however was not satisfied with the way the fit up has been done. The concept has to be reviewed and the existing authorizations has to be re-fit up. I also had to look for the authorizations of the new companies.
It was my task to:

- - review the existing Authorization Concept,
- - re-set up the existing authorizations,
- - set up the authorizations of new companies and,
- - maintain and secure The Authorization Concept.

✿✿ Functies en Rollen

- + Projectmanager – 2 jaar
- + SAP consultant – 12 jaar
- + Business consultant – 6 jaar

✿✿ Opleiding

- + PBNA te Arnhem
  HBO Informatica (1998 – 1999 finished in 2 years, Ing. title)
- + Fontys te Tilburg
  HBO Journalistiek by Academie voor Journalistiek en Voorlichting (1996 – 1999 finished in 3 years)
- + Fakultet Politickih Nauka - Universiteit Sarajevo
  Journalism (university)
  (1989 – 1992 not finished because of War in Bosnia-Herzegovina)

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☼☼ Training

- + SAP, 's-Hertogenbosch SAP Security and Authorizations
- + NCOI
  Prince 2 Practitioner
- + Capgemini, Utrecht SAP MM

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☼☼ Languages

- + Dutch
- + Bosnian
- + German
- + Croatian
- + Engels

☼☼ Skills

Perfect Very good Fliessend Very good Very good

- + Multi-site Implementation and Roll-out
- + SAP Materials Management and SAP Security and Authorizations
- + PRINCE2 & Project Management Tools
- + Service Delivery
- + Communicative (ex Journalist), results oriented, team player

☼☼ References

Because I don't like to get anything lost or get anything added by eventually wrong

interpretation, I have chosen to do not translate references. Sorry about that.

"Hasan is een slimme en gedreven persoonlijkheid, die weet wat hij wil. Als hij ergens zijn zinnen op heeft gezet, dan gaat hij ervoor en sluit dit succesvol af. ... Hasan is een prachtmens en een absolute aanwinst voor een organisatie."

November 2010
Joëlle Souren, Fieldmanager, ICTopus Professional Trainees BV

"Ik heb het voorrecht gehad Hasan als "groentje" in het ICT vakgebied te zien binnenkomen. Wat meteen opviel was zijn integriteit, de gedrevenheid en de intelligentie. Toen ik hem pas weer sprak kwamen deze punten weer naar voren, maar was het "groentje" uitgegroeid tot een professional. Hasan is een persoon, die eigenlijk in iedere organisatie past en voor iedere organisatie een duidelijke meerwaarde heeft. Ik wens hem dan ook heel veel succes in zijn verdere carrière en feliciteer nu reeds de organisatie die hem aan zich weet te binden."

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December 2010

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John Dieteren, Director, Ictopus Professional Trainees BV

"Hasan is a very reliable professional with a detail understanding of the process analyzing methodology. Because his professionalism attitude he will and can always start first to understand the domain, before he wants to outline and/or change if necessary. Hasan has a basic drive/mindset to investigation the Why, How and What of the business process but also in live. His live experience is very helpful with this analyzing job because he does know that things are sometimes different than it looks like and he is capable to find a balance between what is practically possible and preferable needed. I personally worked in a very pleasant way with Hasan were he was always helpful to support me or others if it was requested. I can recommend Hasan without any hesitation."

November 2010,
Ruud Waterschoot, Project manager Global IT projecten, NXP Semiconductors / Philips

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