# **Stanislav Shub Resume**

# SAP HCM / SuccessFactors Consultant / Change- und Testmanager

## **Certification**

* SAP Certified Application Associate – Human Capital Management with SAP ERP 6.0
* SAP Certified Associate - SAP Activate Project Manager
* SAP Certified Application Associate - SuccessFactors Employee Central
* SAP Certified Application Associate - SuccessFactors Learning Management
* SAP Certified Application Associate - SAP SuccessFactors Recruiting Marketing
* SAP Certified Application Associate - SAP SuccessFactors Recruiting Management
* SAP Certified Associate - SAP S/4HANA Implementation Scenarios for Architects
* iReb Certified professional for requirements engineering

## **Relevant Experience**

* 9 completed official SuccessFactors Trainings (SAP EC / Performance Management Goals Management / Learning Management Solution (THR80 / THR81 / THR82 / THR83 / THR84 / THR91/ THR88 / HR805 / HR885)
* 5 years ABAP development in SAP CRM environment
* Life science environment experience: GxP, GAMP5, Tool validation
* Support different learning management solution (SAP LS0) Onpremie
* 7 years ABAP development in SAP HCM On-Premise / Talent Management
* SAP HCM Certified Application Associate
* Business process modelling with BPMN and ARIS
* Test Specialist in SAP Solution Manager / HP Quality Center ALM
* Agile Development with SCRUM
* HR processes analysis in Shared Service Center
* International experience in Germany, USA, Switzerland and China
* Test management based on HP Quality Center / ALM
* Change Management based on SAP Solution Manager
* Analysis of country / language specific requirements
* Conceptual / Technical support for SAP country roll outs
* SAP HCM processes PA (Administration), OM (Organisational management). Basis of PT (Time Management) and PY (Payroll)
* SAP eRecruitment and Performance Management
* Authorization management in SAP HCM environment
* Change Management based on SAP Solution Manager / Remedy
* Test concept design /ISTQB certified test analyst
* Employee Interaction Center Roll-Out for Italy, Spain, France, Belgium and Japan
* Support of many HCM Talent management processes
* SAP new UX concepts: SAP Fiori, SAP Screen Personas

## **Clients:**

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| Bayer AG | Metro AG | Siemens AG | Sal. Oppenheim AG |
| DEVK Versicherungen | Accenture AG | Deutsche Bank AG | HSH Nord Bank |
| Altran AG | Schuler Pressen AG | SIXT AG | KfW Bank |
| Roche AG | Wordflow Translation GmbH | Telekom AG | DaiichiSankyo AG |
| Lanxess AG | Lekkerland GmbH | XXXX | XXXX |

***Project Experience in Detail***

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| Client | XXXX, Bonn |
| Industry | Telecommunication industry  |
| Position | SuccessFactors Consultant / Implementation / Solution Designer |
| Period  | 06/2019 – 08/2019 |
| Skills | SuccessFactors Recruiting Management / Performance Management / Goal management / Employee Central |
| Details | * Solution design for HR reporting
* Implementation of change request
* Go-Live support
* Training of key users /
* HR analytics / Reporting based on Online Report Builder, Adhoc Reporting and SAP Cloud Analytic
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| Client | XXXX, Köln |
| Industry | Tourism industry  |
| Position | SuccessFactors Consultant / Implementation / Solution Designer |
| Period  | 09/2018 – 08/2019 |
| Skills | SuccessFactors Recruiting Management / SuccessFactors Onboarding / Performance Management / Goal management / Employee Central |
| Details | * Solution design
* Workshop preparation
* Implementation of change request
* Go-Live support
* Training of key users / Creation of eLearnings
* HR analytics / Reporting based on Online Report Builder, Adhoc Reporting and SAP Cloud Analytics
* Coordination of implementation partner
* Interface to Active Directory / Third party applications / ServiceNow
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| Client | XXXX, Frankfurt |
| Industry | Banking |
| Position | SuccessFactors Consultant / Implementation consultant |
| Period  | 02/2019 – 05/2019 |
| Skills | SuccessFactors Recruiting  |
| Details | * Solution design
* Workshop preparation
* Review of As-is implementation
* Design of relaunch project
* Training of key users and internal consultants
* Workshop for SF Suite functionality
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| Client | Lanxess AG, Leverkusen |
| Industry | Processing industry / Chemical Production |
| Position | SuccessFactors Consultant / Implementation / Solution Designer |
| Period  | 09/2018 – 1/2019 |
| Skills | SuccessFactors Recruiting Management / SuccessFactors Onboarding / Performance Management / Goal management / Employee Central |
| Details | * Solution design
* Workshop preparation
* Recruiting / Onboarding architect
* Design of background check interface
* Roll Out of Succession/ Development Mentoring Functionality
* Design of WeChat Social Recruiting Interface
* Training of internal IT department
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| Client | Lekkerland GmbH, Frechen |
| Industry | Retail |
| Position | SuccessFactors Consultant / Implementation / Solution Designer |
| Period  | 04/2018 – 09/2019 |
| Skills | SuccessFactors Learning Management Solution / Recruiting Management / Performance Management / Goal management) / SF Employee Central |
| Details | * Single point of contact for SuccessFactors PM/ GM , Learning Management and Recruiting
* Solution design of going implementation, Documentation
* Technical configuration / Creation of eLearnings
* Transition, Go-Live Support
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| Client | Deutsche Telekom AG, Bonn |
| Industry | Telecommunication |
| Position | SuccessFactors Consultant / Implementation / Solution Designer |
| Period  | 01/2018 – 09/2018 |
| Skills | SuccessFactors Recruiting Management / SuccessFactors Recruiting Marketing / SF EC Employee Central |
| Details | * SuccessFactors Recruiting Configuration
* Solution architecture / design, implementation of ongoing change requests
* Quarterly Releases / changes roll out
* Feasibility Studies for new requirements
* Evaluation of SFSF extensions
* Evaluation for SF recruiting marketing
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| Client | Daiichi Sankyo GmbH, München |
| Industry | Life Science |
| Position | SuccessFactors Consultant / Implementation / Application Ownership / Test management |
| Period  | 09/2016 – 10/2017 |
| Skills | SuccessFactors Employee Central / SuccessFactors Implementation / XML / SAP Payroll Outsourcing, requirement / test management, SAP HCM |
| Project management tasks | * Conduct workshops on scope, budgeting and timing
* Proper project planning and deadline monitoring as well as resource requirements
* Management of requirements management
* Professional control of internal and external resources
* Project reporting
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| Details | * Conduct ongoing gap analysis between organizational needs and system configuration
* Take an active role in setting the HR framework and project governance guidelines
* Encourage and drive standardization within the HR processes across Europe, while maintaining efficient, flawless, accurate and high quality data and processes
* Participation in pan-European strategic projects
* Internal annual process cycle preparation and release management from business side
* Design and constantly update training concept, conduct training session for the European HR colleagues
* Take full application ownership of integration 3rd party tools (mappings and enhancements), such as document management tools
* Coordination and implementation of adjustments in Daiichi Sankyo systems
* Provide internal support as key user and creation of training materials / eLearnings
* Full application ownership responsible for the optimal and consistent use of the HRIS applications within the user community,
* Business process modelling
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| Client | Roche Diagnostics, Mannheim und Shanghai (China) |
| Industry | Life Science |
| Position | Concept / requirements engineering, Process description, Test management |
| Period  | 08/2015 – 08/2016 |
| Skills | SAP ERP engineering skills, requirement / test management, organizational / process consulting GAMP5 / GxP / Tool Validation / Training Management /Salesforce Service |
| Project management tasks | * Conduct workshops on scope, budgeting and timing
* Creation of the project documentation on the basis of given templates and in compliance with the compliance rules
* Checking and fixing dependencies
* Continuous clarification of the scope
* Coordination of the procedure and the timing
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| Details | * Construction of new China based production site: analysis and modelling of business processes,
* Fit gap analysis,
* Conceptual design for technical infrastructure, reporting, automation.
* GUI / HMI design for productive units, data flow between ERP and production units,
* Generation of data matrix codes,
* Setup of central OSISOFT PI-Server for production line,
* Operation efficiency and batch monitoring
* Preparation of trainings
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| Client | Roche Diagnostics, Mannheim |
| Industry | Life Science |
| Position | Concept / requirements engineering, Process description, Test management / Training |
| Period  | 11/2014 -07/2015 |
| Skills | SAP ERP, engineering skills, requirement / test management, organizational / process consulting GAMP5 / GxP / Tool Validation, Salesforce Service |
| Project management tasks | * Conduct of workshops to define scope, budget requirements and timeliness
* Control of internal and external resources
* Project reporting
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| Details | * Creates and updates the test strategy,
* Design corresponding business processes
* Creates and updates the test stage plan,
* Coordinates test creation,
* Coordinates Test execution,
* Coordinates defect management,
* Monitors and reports Test progress,
* Creates Test reports
* Deliver Trainings to key users / Ongoing update of learning items
* Ensures traceability of requirements coverage,
* Performs the Soft Gate "Build to Test" / Test Readiness Review UAT,
* trains projects team members on testing aspects,
* Sets up, manages and trains testing tool HP ALM.
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| Client | Internal |
| Industry | Internal |
| Position | Concept / requirements engineering, Process description, Test management |
| Period  | 08/2014 -10/2014 |
| Skills | SAP engineering skills |
| Details | * Introduction to SAP HANA Cloud Platform,
* Rapid Deployment of SAP Solutions,
* SAP Screen Personas,
* Extending SAP Products with SAP HANA Cloud Platform,
* Next Steps in Software Development on SAP HANA,
* ABAP Development for SAP HANA, Introduction to SAP Fiori UX
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| Client | Schuler Pressen AG, Goeppingen |
| Industry | Automotive & Heavy Industry |
| Position | Concept / requirements engineering, Process description, Test management |
| Period  | 02/2014 -07/2014 |
| Skills | Requirements engineering, Business Process Review, SAP Solution Manager, SAP HCM (Talent Management / Learning Solution / eRecruiting)/ Salesforce Service /  |
| Project management tasks | * Conducting workshops to establish scope,
* Budget requirements and timing
* Project planning and deadline monitoring as well as resource requirements
* Management of requirements management
* Project Reporting
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| Details | * Inventory of HR business processes to be centralized in company-wide HR service center,
* support for all organizational tasks required for setup of Shared Service Centers.
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| Client | SIXT, Munich |
| Industry | Automotive & Mobility provider, rental company |
| Position | Requirements engineering, Business Process Review, SAP Solution Manager |
| Period  | 01/2014 – 02 / 2014 |
| Skills | SAP Solution Manager / SAP FICO / HCM / Salesforce Service |
| Details | * Setup of the implementation project in SAP Solution Manager,
* support for the inventory of a SAP FI / CO project,
* reverse engineering,
* interface inventory,
* custom code evaluation,
* System design review
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| Client | Altran, Hamburg |
| Industry | Consulting Engineering |
| Position | Requirements engineering, Business Process Review |
| Period  | 11/2013 – 12/2013 |
| Skills | SAP Solution Manager / Salesforce CRM skills |
| Details | Mr. Shub joined the customer’s sales team and monitored different team members during multiple “Week in a Life of” (WILO)-studies. He created action profiles of sales force teams and interviewed them regarding CRM usage and business processes. During the WILO key problem areas, possible quick wins and long-term improvements were collected. Initial version of requirement catalog was prepared. |

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| Client | Deutsche Bank, Frankfurt am Main |
| Industry | Banking |
| Position | Project management Office / Test manager / Setup QA environment |
| Period  | 09/2013 – 10/2013 |
| Skills | HP Quality Center, Query Modelling, SQL |
| Project management tasks | * Conducting workshops to establish scope
* Checking and fixing dependencies
* Continuous clarification of the scope
* Project planning and deadline monitoring as well as resource requirements
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| Details | Mr. Shub supported test management team in setup of HP Quality Center project, accomplished creation of necessary SQL queries and customizing of reporting interface |

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| Client | Siemens AG, Munich |
| Industry | Communication systems, [power generation](http://en.wikipedia.org/wiki/Power_generation) technology, industrial and building  |
| Position | SAP Developer / Consultant / Test manager / Tester |
| Period  | 07/2012 – 08/2013 |
| Skills | SAP HCM PA, OM, HP Quality Center, Test concept design, Test management |
| Project management tasks | * Project planning and deadline monitoring as well as resource requirements
* Management of requirements management
* Project reporting
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| Details | Mr. Shub supported test concept design and integration test execution. He reviewed and redesigned HP Quality Center Projects and couched end user in Test management and HP QC handling. He accomplished multiple change request projects and took part on authorization reengineering project in SAP HCM environment. |

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| Client | BearingPoint, Munich |
| Industry | Professional consulting services, industrial and buildings [automation](http://en.wikipedia.org/wiki/Automation) |
| Position | SAP Consultant / Developer / Requirement / Test manager |
| Period  | 03/2012 – 06/2012 |
| Skills | SAP MRS / SAP HCM PA, OM, SAP CRM |
| Project management tasks | * Professional control of internal and external resources
* Project reporting
* Requirements Management
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| Details | Mr. Shub supported design of blueprint, fit / gap analysis of SAP MRS evaluation project. He developed interface scenarios between SAP HCM and SAP CRM. Multiple ABAP extensions were implemented. Consulting business support and design of test concept. |

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| Client | Bayer Material Science, Leverkusen |
| Industry | Chemical |
| Position | SAP CRM developer |
| Period  | 05/2010 – 02 / 2012 |
| Skills | ABAP/ ABAP OO, SAP CRM, SAP HCM, Adobe Interactive Forms for SAP |
| Project management tasks | * Management of requirements management
* Ensuring of methodology compliance
* Professional control of internal and external resources
* Project reporting
* Requirements Management
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| Details | In the context of a SAP CRM 6.0 implementation project, Mr.Shub developed dynamic interactive Adobe forms which support offline scenario for field employees He was responsible for the implementation of visit report and market information system. He also integrated BI reporting in WebUI interface and developed first prototype for complaint management system. |

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| Client | Bayer AG, Leverkusen |
| Industry | Pharmaceutical and Chemical |
| Position | SAP HCM developer / solution designer Talent Suite ( Performance Management / Learning Solution, eRecruiting) |
| Period  | 09/2008 – 04/2010 |
| Skills | ABAP/ ABAP OO, SAP HCM PA, OM, SAP CRM, SAP CRM Employee Interaction Center |
| Details | Mr. Shub implemented requirements for Shared Service Center Scenario for Bayer-wide HR service center. He implemented required customizing and ABAP development for processes like employee inquiry, complaint management and survey management. He was also responsible for authorization management, support package maintenance and performance management. During his assignment he rolled out the solution for following countries Italy, Spain, France, Belgium, Japan. |

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| Client | Bayer AG, Leverkusen |
| Industry | Pharmaceutical and Chemical |
| Position | SAP HCM developer / solution designer Talent Suite ( Performance Management / Learning Solution, eRecruiting) |
| Period  | 01/2008 - 08/2008 |
| Skills | ABAP/ ABAP OO, SAP HCM PA, OM, PT, Authorization, talent management suite, SAP Business Server Pages |
| Details | During implementation of redesign of performance management process Mr. Shub was responsible for BSP development of PMP tool, its integration into portal, authorization management, development of report for process monitoring and control. He participated in customer meetings, supported customer trainings and B resp. C-level application support. |

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| Client | Bayer AG, Leverkusen |
| Industry | Pharmaceutical and Chemical |
| Position | SAP HCM developer / solution designer Talent Suite ( Performance Management / Learning Solution, eRecruiting) |
| Period  | 02/2006 - 12/2007 |
| Skills | ABAP/ ABAP OO, SAP HCM PA, OM, PT, Authorization, talent management suite, SAP Business Server Pages |
| Details | Based on a workflow analysis, as well as analysis of organizational structures, Mr. Shub implemented new approval workflows for recruitment and job publication scenario. He developed and maintained multiple interfaces to job seeker platforms. Furthermore, he implemented localization engine for SAP HCM development and supported cooperation with translation agencies. |

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| Client | Metro Group Information Technology, Düsseldorf |
| Industry | Retail |
| Position | SAP HCM developer / SAP HCM master thesis |
| Period  | 07/2005 - 01/2006 |
| Skills | SAP HCM, HP Quality Center and HP Quicktest, SAP Solution Manager, ECATT |
| Details | The diploma thesis of Mr. Shub evaluated usability of HP Test management and test execution tools for SAP environment and compared these tools with SAP test management platform. The thesis provided recommendation for test management environment and test automation.  |