

Judit Demény

Role/Skills Compared to Requirements

Skills Required	Years of experience	Client/Position/Period
Minimum 10 years experience as a SAP FI/CO Consultant.	12+	04/2019 - 12/2022 Norsk Hydro ASA, HU – SAP FICO Consultant 01/2019 - 03/201 PSI CRO AG, CH – SAP Specialist – Project team 01/2018 - 12/2018 Zumtobel Group AG, AU - FI Consultant – Build & Design Team 09/2014 - 12/2017 Teleflex Medical Europe Ltd., IE - FICO Functional Consultant 07/2004 - 08/2014 Exxon Mobil, HU - Various Finance, SAP PMO and SAP IT Roles
Minimum 10 years experience in business process management, SAP ERP, S/4Hana, IT and groupwide ERP transformation programs (from fit/gap until hypercare)	16	Above + 4 years PM role at Exxon (FICO area) 04/2019 - 12/2022 Norsk Hydro ASA, HU – SAP FICO Consultant 01/2019 - 03/201 PSI CRO AG, CH – SAP Specialist – Project team 01/2018 - 12/2018 Zumtobel Group AG, AU - FI Consultant – Build & Design Team 09/2014 - 12/2017 Teleflex Medical Europe Ltd., IE - FICO Functional Consultant 07/2004 - 08/2014 Exxon Mobil, HU - Various Finance, SAP PMO and SAP IT Roles
Strong E2E business process area understanding and deep knowledge of financial business or controlling processes.	25	04/2019 - 12/2022 Norsk Hydro ASA, HU – SAP FICO Consultant 01/2019 - 03/201 PSI CRO AG, CH – SAP Specialist – Project team 01/2018 - 12/2018 Zumtobel Group AG, AU - FI Consultant – Build & Design Team 09/2014 - 12/2017 Teleflex Medical Europe Ltd., IE - FICO Functional Consultant 07/2004 - 08/2014 Exxon Mobil, HU - Various Finance, SAP PMO and SAP IT Roles 07/2003 - 04/2004 Carrier CR Ltd., HU - Internal audit/controlling 02/2003 - 06/2003 Daewoo Bank (KDB), HU - Internal audit 09/1999 - 01/2003 Ernst and Young Ltd., HU - Audit
Deep knowledge on SAP S/4Hana FI/CO such as GL, AR, AA, CO, etc.	1+	PSI – BaU Hydro – project <i>2 short freelance role parallel with Hydro – not in CM: A roll-out in India (small sales entity for tire production company and a design workshop for an automotive supplier.</i>
Agile mindset: Works according to and brings in the agile mindset concept in daily operations (e.g. SCRUM, SAFe)	yes	

Nice to haves		
Customizing experience in SAP FI/CO	12	04/2019 - 12/2022 Norsk Hydro ASA, HU – SAP FICO Consultant 01/2019 - 03/201 PSI CRO AG, CH – SAP Specialist – Project team 01/2018 - 12/2018 Zumtobel Group AG, AU - FI Consultant – Build & Design Team 09/2014 - 12/2017 Teleflex Medical Europe Ltd., IE - FICO Functional Consultant 07/2004 - 08/2014 Exxon Mobil, HU - Various Finance, SAP PMO and SAP IT Roles
Background on SAP Solution Manager Topics (functionalities & tools).	Hydro uses it for change management and documentation.	
German and/or Hungarian language skills desirable	Hungarian native, German A1-2 (not learning neither practicing since 2018)	

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Education:

2019 Feb	PRINCE2 2017 Fundamental	Germany
2010 Nov	The University of North Carolina – Kenan-Hagler BusinessSchool / Enterprise Leadership Program	Fontainebleau
2006 - 2010	ACCA – Association of Chartered Certified Accountants – Semi-qualified	Cambridge
2001 – 2002	Tax advisory course	Budapest
1995 - 1999	College of Finance and Accountancy Qualification: Economist	Salgótarján
1990 - 1994	Teleki Blanka Secondary Technical School Qualification: qualified accountant, business planner and statistician	Mezőtúr

Professional and technical skills:

SAP ERP - 4.6, ECC6 and S4 HANA:

- Modules / processes covered as a SAP Functional Consultant: FI, GL (Classic, New GL, Parallel ledger), AA, AP, AR, Bank,CO, PC, PCA,CCA, CO-PA, R2R, CJ, IDOC;
- FI integration point with MM / SD / PP;
- 1st - 2nd - 3rd level support – configuration, testing, user training/coaching, Express complex business concepts and user stories in technical terms, basic ABAP debugging;
- Over 10 full life cycle / roll-out (company template roll-out);
- Enhancement projects;
- SAP upgrade and service pack implementation projects – for global SAP installations;
- Data migration – LSMW;
- SAP add-ons: Concur; Tangro, SNI - SAFT
- Remedy IT Service Management (documentation and service (process) management);
- HP Quality Centre – Testing tool;
- Use of standard office tools: MS Excel (basic – VBA, Macro; advanced - Pivot), Access, Word, Power Point; SharePoint, Lotus Notes and Microsoft Outlook;MS Project;
- Finance, Accounting & Reporting related knowledge: US GAAP, SOX, IFRS, IAS;

Completed SAP relevant courses / certifications:

- Digital transformation – end date Sept 2019
- S/4HANA - System Conversion to SAP S/4HANA – provided by SAP;
- C4 HANA - Customer Experience with SAP C4HANA
- PRINCE2 – Maxpert-Academy;
- Concur – Provided by Rocon (implementation partner)
- BC400_92 – ABAP basic – provided by SAP;
- AC405_95 – Cost Center and Internal Order accounting – provided by SAP;
- AC505 – Product Cost Planning – provided by Exxon contractor internally;

Work Experience:

- Apr 2019 – Dec 2022 / Norsk Hydro ASA, HU– SAP FICO Consultant
- Jan 2019 – Mar 2019 / PSI CRO AG, CH – SAP Specialist – Project team
- Jan 2018 - Dec 2018 / Zumtobel Group AG, AU - FI Consultant – Build & Design Team
- Sept 2014–Dec 2017 / Teleflex Medical Europe Ltd., IE - FICO Functional Consultant

- July 2004 – Aug 2014 / Exxon Mobil, HU - Various Finance, SAP PMO and SAP IT Roles
- July 2003– April 2004 / Carrier CR Ltd., HU - Internal audit/controlling
- Feb 2003 – June 2003 / Daewoo Bank (KDB), HU - Internal audit
- Sept 1999 – Jan 2003 / Ernst and Young Ltd., HU - Audit

Leadership and other skills:

- My supervisory roles included employee work direction, staffing decision, performance appraisal, career development and balancing workload between team members to enable enhancement, ensure system reliability and meet with committed SLA.
- I've supervised local and virtual teams (3-6 people) throughout my ExxonMobil career, but worked together as coordinator with business users and IT colleagues without direct authority as well in local as in virtual teams.
- Coordinated and executed several SAP upgrades and service pack implementation projects as well as complete SAP end to end roll-outs – unit-, regression- and user acceptance testing. I worked as a test coordinator and also as tester at different stages of my career.
- Awareness and experience in different testing and sampling methodologies as an external- and internal auditor, then as an SAP user and recently as a SAP FICO Consultant.
- Driving licence "B" category

Objectives and carrier interest:

I would like to be part of an innovative organization where I can be a valuable member of a dynamic SAP project team.

Short term development:

Continue to gather knowledge of recent SAP solutions, enhance my technical expertise through problem solving and improve ABAP reading- and debugging knowledge.

Improve project management and testing skills - learn innovative test methodologies.

Medium / longer term goals:

SAP HANA S/4 green field implementation.

In a longer term I would like to become an expert in Finance and Management Reporting area with general knowledge of other core SAP modules to become a key member of SAP design and implementation team.

March 2019 – Dec 2022

Norsk Hydro ASA – Hungary

SAP FICO Consultant

SAP FICO Consultant

- Present landscape development, process streamlining and data cleansing;
- Global Support: 1st - 2nd – 3rd level. The support activity consists: requirement gathering, fit-gap analyses, technical specification documentation, discuss development requirement with programmer and other technical supports, design prototyping, configuration, documentation, user training;
- Support project activities and company roll-outs' FICO related tasks;
- Analyse roles and recommend modifications considering the organisational- and role changes of SAP users.

Jan 2019 – March 2019
PSI CRO AG – Switzerland
FI Specialist – Project Team

SAP Consultant –FICO, Access Administration and some Basis (as needed)

- Develop S4 HANA template;
- Present landscape development and process streamlining;
- Global Support: 1st - 2nd – 3rd level IT support – S4 HANA;
- Subsequent roll out of FICO related functionalities / modules for existing entities;
- Analyse single- and composite role structure (created before S4 HANA and Fiori) and restructure it considering the growing SAP community global organization structure transition.

Jan 2018 – Dec 2018
Zumtobel Group AG – Austria
FI Senior Consultant – Build & Design Team

SAP FI Functional Consultant – Covered (sub)modules: FI: GL, AP, AR, AA, Bank, Add-ons: Concur, Cormeta, Tangro - IDOC, LSMW

- Support EMEA, APAC and US region users as a 1st - 2nd – 3rd level IT support –ECC6.
The support activity consists: requirement gathering, fit-gap analyses, technical specification documentation, discuss development requirement with programmer, design prototyping, configuration, documentation, user training;
- Small to medium scale SAP enhancement and roll-out projects;
- Subsequent roll out of FICO related functionalities / modules for existing entities;
- New company roll-outs (with production plant and sales activity).

Sept 2014 – Dec 2017
Teleflex Medical Europe Ltd.– Ireland
FICO Functional Consultant

SAP FICO Functional Consultant – Covered (sub)modules: FI: GL, AP, AR, AA, Bank, CO: Product Costing, COPA, CCA, PCA- IDOC, LSMW

- Support EMEA and APAC region users as a 1st - 2nd – 3rd level IT support – Version of supported SAP instances: 4.6 and ECC6.
The support activity consists: requirement gathering, fit-gap analyses, technical specification documentation, discuss development requirement with ABAP team, design prototyping, configuration, documentation, user training.
- Small to medium scale SAP enhancement and roll-out projects:
 - Subsequent roll-out of FICO related functionalities for existing entities: asset accounting, dunning process, credit control management, cash journal;
 - Legal- and tax requirement related reports: DART for France, SAF-T Spain;
 - New plant and company roll-out in the supported SAP instances.

July 2004–August 2014 (10 years)
Exxon Mobil
Various Finance-, Controlling-, SAP project manager- and SAP IT Roles

March 2012 – August 2014

IT Department - Management Reporting Team Lead
CO IT support role consisted – CO: PCA, CCA, COPA (sub)modules.

- Coordinate / develop estimates for smaller size projects and overall monitoring of execution and budget.
- Coordinate / develop functional specifications for proposed enhancements.
- Provide consultation regarding the technical feasibility of proposed corrections or enhancements to design, and evaluate their impact on current processes.
- Identify workarounds and business process changes, if necessary.
- Provide consultation to other IT process teams – P2P, O2C/FI-CO touch-points with MM and SD.
- Responsible for learning and maintaining SAP configuration settings and customizations which is part of the MR design.
- Provide functional support for master data governance and trouble-shooting.
- Monitor the system to ensure finance processes and programs are running correctly.
- Coordinate or perform initial and integration testing of corrections, enhancements, service packs implementation and upgrades.
- Provide consultation for user test planning and execution – projects and enhancements.
- Coordinate and maintain batch job variants and scheduling through automatic batch processing (UC4 - GSOM, Autosys).
- Perform knowledge transition and coaching to team mates or end-users.
- As a Team Lead I was responsible for global ticket dispatching for SAP and non-SAP systems to ensure proper work load balancing.

In addition to the FI-CO configuration, base support and Team Lead relevant leadership activities my task consisted:

- S&C contact – investigate, analyse and clarify missing authorization objects / set ups.
- Support, coordinate and trouble shoot test automation.
- Plan-, conduct- and coordinate tests and create test scenarios.

Participated in several projects as FI-CO IT Support:

- Coordinator of testing (unit-, regression-, user acceptance testing) for a global SAP installation upgrade - from 4.6 to ECC6.
Were responsible for testing (owner of EMEAF month end close flow) of transition from Autosys to UC4 batch scheduler.
- Overall coordinator of testing (unit, regression, user acceptance) for the whole FI area for a Service Pack Implementation of 2 years.
- Test planner and executer for security patch implementation.
- Built FI test cases for extending and enhancing the use of SAP TAO – test automation tool (executed before each disruptive transport window and also utilized for unit- and regression testing).

Dec 2008 – Feb 2012

Regional Business Process Lead – Covered: FI:GL, AP, AR, AA, Bank; CO: PCA, CCA; SL

- Ensure the proper application of global- and jurisdiction specific processes and that appropriate controls are in place.
- Analyse and document business processes, improve the efficiency and effectiveness of processes and design.
- Act as a liaison between Business and IT to resolve problems and improve processes.
- Carry out requirements gathering, perform detailed analysis of user requests, identify gaps/problems, determine impact and prepare recommendation.
- Express complex business concepts and user stories in technical terms.
- Writing functional requirements and associated test cases.
- Identify workarounds, quick fixes or business process changes, if necessary.
- Endorse region specific and global design changes.

- Identify higher priority problem tickets on a regular basis to provide work priority to IT.
- Provide global KPIs on monthly basis to Worldwide Chemical Controllers.
- Assist the global Business Process Lead in monitoring the S&C aspect of the system, including changes to the controls' catalogue and control reports.
- Assist in process- and application self-assessments and internal audits.
- Plan, conduct and coordinate tests and work out test sessions / scenarios.

Project involvement as Process Expert:

- Overall coordinator of Business and IT testing (unit, regression, user acceptance) for the whole FI area in a large-scale service pack upgrades implementation on global SAP platforms.
- Coordinate and decide about testing need of small projects / enhancements (20-180 work force days) - focused testing, regression testing need, evaluating cross application impact and involve other business processes and coordinate testing with relevant departments / teams.
- Endorser of transports to the production environment and responsible for system integrity reviews and assess the completeness and accuracy of executed testing – by IT and Business users – via reviewing documentation and result.

March 2007– Nov 2008

SAP upgrade project (from 4.6 to ECC6) – focused on GL & responsible for month end close process

FI tester and test coordinator with responsibility for FI GL area and the Financial Close Process.

Test coordination consisted of:

- Analyses of the business processes to define testing requirement, work out test scenarios and conduct execution.
- Prioritisation, criticality evaluation, decision on appropriate test focus.
- Work-force planning – estimating the execution time of the test cases and allocate the part-time testers considering their availability.
- Handle unexpected delays, rework test cases and prepare proposal for test plan modification in case of time- or resource constrain.
- Provide classroom & non class-room trainings (conference call and live meeting) training in Budapest and other locations (Europe, Houston – US, Singapore).
- Update / create user documentation relating to upgrade impacted areas – UPK recording to facilitate E-learning and test automation.
- Provide after implementation support – walk in clinic.

July 2004 – Feb 2007

Financial Accounting, Reporting and Controlling Department – SAP modules I've worked with: FI, AR, AP, AA, Bank, CCA, PCA, SL

- 9 months – **Inter-Company Analyst and Power User of a team of 10** (key user and focal point of coordinating and escalating issues to other business process teams and/or IT).
- 17 months – **Financial Close expert** EMEAF Chemical / 6 months – **Financial Close Process Supervisor** EMEAF Chem. and Downstream Europe:
 - Monitor the system to ensure that finance processes and programs are running correctly and validate output (correctness) of programs.
 - Responsible for the month end / quarter end / year end close process coordination for the different Controlling Department Teams (Financial Reporting, Bank, Intercompany, Fixed Asset, Project Accounting) and coordinating with the non-FI processes' close coordinators in case of delay on any areas/processes.

- Power user and focal point of remedy ticket opening for month end close and in general for financial accounting & reporting relevant issues.
- Problem specification, requirement gathering, resolution follow up with IT and business-testing coordination- and/or execution.
- Provide input for technical requirement specification and cost-return calculation relating to enhancement projects.

Project involvement as Close Supervisor:

- Harmonize and standardize the month end close activities for Chemical and Downstream (in 4 SAP systems – for Up-steam, Downstream and Chemical business).
- Implement and operate effective communication interfaces and channels between the different SAP platforms' Close Process Experts and respective Teams' Supervisors and Process Experts to share knowledge, best practices and facilitate process alignments.

July 2003 – April 2004

Carrier CR Ltd.

Internal audit/controlling

- I've worked for Carrier CR Ltd after the company has migrated the commercial refrigerator production activities from 3 countries (Sweden, Italy and Hungary) to one location - Hungary. The migration audit team put together a 100 points action plan, which consisted several areas and processes, such as accounting software migration into one ERP system, merging and cleansing master data, streamlining product design activity, alignment and harmonization of the 3 production lines operation and quality assurance according to the current highest ISO standards, etc.

My responsibility was the coordination and the follow up of the action points and also the execution several of them - typically the new control steps' introduction required active participation and continuous monitoring to ensure, that it is carried out in a timely fashion and according to the carefully designed control process, and all initial unexpected difficulties are addressed and solved at an early phase.

The 1-year project work were closed with a successful internal audit in 2004.

Feb 2003–June 2003

Daewoo Bank (KDB)

Internal audit

- I've been responsible for accounting and controlling department process & compliance and facility-team audit. My task consisted of process audit and financial sector relevant special investigations.

Sept 1999 –Jan 2003

Ernst and Young Ltd.

Audit

- As a financial auditor I've obtained knowledge of process- and financial audit, learned about different test methodologies, overview of accounting, reporting and the related IT processes. During the 3 years I've audited different part of the financial statement and been a lead auditor on the field for small and medium size companies.