**Venkatesh   
SAP Security & GRC, FICO & HANA Consultant**

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**SUMMARY**:

I am a highly motivated and results-driven SAP Security & GRC Consultant with over 8 years of extensive experience in SAP Security, GRC, FICO, and HANA implementation and support. I excel at understanding complex business processes and technical applications, with a proven ability to effectively communicate with technical teams, business process owners, and decision-makers at all levels. My expertise includes requirement gathering, process design, configuration, testing, training, and support for SAP Security and GRC-Access Control, including Access Risk Analysis (ARA), Access Request Management (ARM), Business Role Management (BRM), and Emergency Access Management (EAM). I have demonstrated expertise in integrating SAP FICO with SAP GRC, implementing role-based access controls, managing segregation of duties (SOD) policies, and conducting risk assessments and mitigation strategies. I am proficient in various ERP systems, databases, programming languages, and SAP modules and tools, including SAP HANA. Known for being a team player and team builder, I have a strong ability to deliver results with minimal supervision.

**TECHNICAL SKILLS:**

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| ERP | SAP GRC AC 10.0, SAP ECC 5.0/6.0, Net Weaver 2004/2004s, BW 3.1/3.5, MDG 7.0, BI 7.0, FI/CO, SD, MM, EP, CRM, SRM and Solution manager. |
| Languages & Tools | Java, SQL, GRC 5.3, 10.0, QTP, Remedy, HP Quality Center, Hornbill, Front Page and MS-OFFICE |
| Databases | ORACLE 9i/10g/11g, My SQL, MS-Access. |

**PROFESSIONAL EXPERIENCE:**

**American Express (Amex) DEC 2021 – Present  
Job Title:** **SAP Security & GRC & FICO,HANA Consultant   
Responsibilities:**

* Proposing hardware sizing for SAP GRC 10 landscape implementation.
* Implementation of SAP GRC AC 10 and performing post-implementation activities.
* Involved in the requirement elicitation process with business process owners and functional consultants to plan the management of critical activities and ensure application security in the SAP landscape.
* Integrated SAP FICO with SAP GRC Access Control (AC) for managing user access and enforcing segregation of duties (SOD) policies.
* Implemented business roles in GRC to combine roles from S/4 HANA during user provisioning to simplify role assignment in S/4 HANA.
* Analyzed and designed SOD matrix to ensure reduced audit exceptions.
* Implemented risk mitigation strategies within SAP FICO through SAP GRC Risk Management modules, conducting risk assessments and defining controls.
* Analyzed and managed risks by either risk mitigation or risk remediation control.
* Configured and maintained rule sets for GRC Access Control.
* Performed user-level and role-level simulation and ad hoc risk analysis.
* Configured Emergency Access Management (EAM) for respective modules and backend systems.
* Created owners and controllers for roles, risks, functions, and Firefighters.
* Integrated SAP FICO with SAP GRC Access Control to enforce segregation of duties (SOD) policies and manage user access to critical financial data.
* Designed and implemented role-based access controls (RBAC) and authorization frameworks within SAP GRC to ensure compliance with regulatory standards.
* Maintained reason codes and reviewed the log report for emergency access monitoring.
* Worked on Business Role Management to maintain role-specific settings, configuring role methodology, creation of single roles, and mass management of roles.
* Coordinated with business process owners (BPOs) and functional consultants for creating business rules using BRF-plus workbench within the Business Rules Framework.
* Created and customized multi-stage multi-path (MSMP) workflows for Business Rules Framework.
* Worked on Profile Generator (PFCG), role and profile creation, modifications, user administration, and authorization objects.
* Created thousands of roles to meet business requirements and eliminate S)D conflicts.
* Collaborated with functional consultants and business owners to design roles for modules such as SD, MM, PP, HR, FI, CO, BI, CRM for both consultants and end-users.
* Worked with BI admin to understand analysis authorizations ensuring data-level restrictions for users.
* Performed technical writing for the team, including validation documentation, installation protocols, SOPs, test scripts, and guides.
* Designed tools and utilities to automate Documentum processes for the EDM support team business analysts. Provided technical expertise on migration utilities such as Global Batch Import (GBI) and Global Batch Export (GBE).
* Assisted the development team in maintaining and supporting Document Management System (DDMS/DECADE) to meet business requirements and ensure compliance with FDA regulations.
* Developed File System Export (FSE) utility to extract metadata and file information from Windows file systems (NTFS, FAT32).
* Gathered requirements and documented S/4 HANA Security Strategy and framework.
* Implemented position-based security via indirect org assignments, context-sensitive HR solutions, structural authorization, and the HR: Master Data with Context authorization object (P\_ORGINCON).
* Assigned roles and structural authorizations to SAP HR users based on job profiles.
* Created and maintained authorizations in SAP HR through roles categorized under payroll administration, administration, and time administration.
* Worked on roles with create/maintain/view authorizations for combinations of HR objects, HR info-types & subtypes, HR transactions, HR reports, and HR clusters (role-based authorizations or a combination of role-based and structural authorizations).
* Worked on MDG security for maintaining domain-specific data governance for creating, changing, and distributing master data.
* Worked on MDG authorization objects for sales, materials, and finance areas.
* Made info objects and characteristics authorization relevant as needed using RSD1/RSA1.
* Extensively used RSECADMIN tool to build analysis authorizations.
* Assigned analysis authorizations to users using the authorization object S\_RS\_AUTH.
* Resolved issues related to authorization objects using t-code RSSM.
* Extensively worked with single roles, derived roles, and composite roles to meet business requirements.
* Used SUIM to query authorization data, role assignments to users, locked users, user license data, and change documents for analysis.
* Extensively worked on SU24 to redefine the authorization scope.
* Conducted authorization checks for customized programs and transaction codes.
* Created new users, assigned appropriate roles as per requirements, and maintained security according to company policies.
* Based on SU53, troubleshot user authorization issues and provided access to users by modifying roles accordingly.
* Analyzed authorization issues with authorization trace ST01, which provides detailed authorization checks against the user buffer.
* Customized SAP FICO functionalities to align with industry-specific requirements, including cost center accounting and profit center management.
* Managed SAP HANA transports, creation of delivery units, and exporting and importing SAP HANA models.
* Responsible for all security-related aspects of upgrades and experienced in monitoring.
* Documented all procedures and involved in end-user training.
* Participated in the company's security audit by providing requested end-user licenses, role assignments, and entire user management strategies within the system.
* Responded to requests and prepared SAP security reports based on management and department needs.

**TechMahindra**

**Project: Solenis and CSD OCT 2019 – NOV 2021  
Job Title: SAP Security & GRC Consultant & HANA   
Responsibilities:**

* + - * Requirement gathering, design, development, and maintenance of SAP application security and SAP roles.
      * Configured SAP GRC Access Control to manage user access and enforce segregation of duties (SOD) across SAP FICO modules.
      * Created customized roles to meet business requirements with organizational level value restrictions.
      * Used report PFCG\_ORGFIELD\_CREATE to convert authorization fields to org levels and modified the affected roles with proper values in the org field.
      * Transported repository objects across Dev and Production HANA system landscapes using Export/Import in HANA Studio.
      * Created employees and business users in S/4HANA Cloud system by importing the employees from an HCM system like SAP SuccessFactors or from a CSV file.
      * Involved in cross-tenant database access in Multi-Tenant HANA Database System.
      * Worked on SAP check indicator defaults and field values using transaction SU24 and maintained check indicators for transaction codes during testing.
      * Integrated SAP FICO with SAP GRC Access Control to ensure compliance with regulatory requirements and internal policies.
      * Implemented the end-to-end security process (configured, testing, troubleshooting & support) for S/4HANA 1610.
      * Successfully implemented SAP FICO modules, including General Ledger (GL), Accounts Payable (AP), and Accounts Receivable (AR), aligning financial processes with organizational goals.
      * Provided orientation and knowledge transfer to new hires and built new client support teams.
      * Worked on role remediation with business teams and involved in removing transaction codes from roles and restricting objects at the authorization object level.
      * Thorough knowledge of SOX compliance and best practices in SoD remediation. Streamlined the user access request process by clearly defining appropriate access for each functional team.
      * Performed reconciliation of user master records and roles using PFUD and SUPC.
      * Performed user comparison using PFCG, PFUD, and by running PFCG\_TIME\_DEPENDENCY job.
      * Designed, configured, and cutover of GRC Access Control 5.3 - CUP, SUPM, and RAR.
      * Created and uploaded roles, uploading authorizations in SAP GRC, creating RFCs for adding child systems to CUA, and integrating other systems with SAP GRC for new deployments.
      * Supported existing installations of VIRSA 5.3 - workflows, mitigating on behalf of control owners/internal audit, GRC upgrade, IDM-GRC CUP web services integrations, etc.
      * Evaluated various implementation approaches including using RSEC\_MIGRATE, automatic generation, and manually creating new authorization objects.
      * Used RSECADMIN extensively to develop authorizations based on the characteristics and hierarchies identified during analysis.
      * Strengthened SAP FICO security through role redesign and access controls within SAP GRC AC, ensuring data confidentiality and integrity.
      * Formulated complex mapping documents to establish relationships between Info-Objects, Analysis Authorizations, and their respective roles.
      * Manually assigned Analysis Authorizations to users in RSECADMIN as well as in PFCG roles to ensure a lean user assignment approach that eliminates redundancies.
      * RFC administration - setup and maintain RFC destinations.
      * Identified inefficiencies in financial processes and implemented SAP FICO best practices to streamline operations.
      * Client administration - client creation, export, remote & local client copy, client deletion. Secured clients and assigned logical systems to clients.
      * Upgraded SAP FICO from SAP ECC to SAP S/4HANA, implementing new features and functionalities to support advanced financial reporting and analysis.
      * Designed, developed, and tested ESS/MSS roles in conjunction with Enterprise Portal.

**TechMahindra**

**Project: Solenis March 2017 – SEP 2019  
Job Title: SAP Security and GRC Consultant**

**Responsibilities:**

 Worked on role administration, including creating, modifying, deleting, and transporting roles using the PFCG transaction.

 Good knowledge of the Master/Derived role concept as well as the Composite/Single role concept. Experienced in creating, modifying, deleting, and transporting both types of roles.

 Worked on user comparison in PFCG and PFUD and HR user reconciliation.

 Extensively used SU53 and SUIM to assign missing authorizations to users, tracing missing authorization objects using SU53, and recommending appropriate roles for end users.

 User administration (creating, maintaining, deleting user accounts, and assigning roles).

 Managing user login parameters and password parameters.

 Comprehensive use of Profile Generator to generate roles and assign roles to end users.

 Performed remediation and mitigation against various risks associated with roles and users.

 Experience in creating and assigning Firefighter IDs and extracting Firefighter logs. A Firefighter ID is a temporary user ID that grants the user exception-based, yet regulated access, created by a system administrator and assigned to users who need to perform tasks in emergency or extraordinary situations.

 User master record creation/modification using SU01, including complex design restrictions and mass user creation using SU10.

 Knowledge of HR security, including creating new organizational structures or modifying existing structures.

 Worked on creating organizational units, positions, and jobs using the PPOME transaction and assigning roles and users to respective positions.

 Worked on maintaining HR objects like Position, Org Unit, and Job using transactions PO13, PO10, and PO03 respectively.

 Indirect role assignment in PPOSE through organizational structure.

 Moving transport requests from development to quality systems, performing approval in the quality system, and holding a responsible role to ensure changes are moved properly.

 Performed tracing to check the missing authorizations of the user using transactions ST01 and ST03N.

 Used SAP tables for requirement analysis. Good knowledge of AGR\*, USR\*, and USH\* tables.

 Working knowledge of the SU24 transaction and knowledge of USOBT and USOBX tables.

 Used the SQVI transaction to join SAP tables and utilized several SAP tables to extract the required data.

 Worked on the CSI tool (CSI Data Translator, Authorization Auditor, and Export to Excel) for generating SOX reports every month to resolve SOD conflicts.

 Created queries and modified existing queries in the CSI tool for generating SOX reports according to customer needs.

**TechMahindra**

**Project: ArcelorMittal July 2016 – Feb 2017  
Job Title: SAP Security Consultant   
Responsibilities:**

 Redesigning and implementing SAP R/3 Security in a 4.7 upgrade environment remotely through Virsa Systems.

 Defining new roles, redesigning existing definitions, and building smaller, meaningful roles based on job duties.

 Using SOD Matrix and third-party tools to determine conflicts and segregation of duties issues in role definitions before building roles.

 Creating roles based on inputs from the above matrix and testing for failures or missing authorizations.

 Setting up new users, deleting existing users, locking/unlocking users, resetting passwords, maintaining users, and working on profiles according to needs.

 Experienced with SUIM for various reports, user information, transaction codes, role assessment, troubleshooting, etc.

 Checking indicators using the SU24 transaction code.

 Analyzed and updated security tables in R/3, working on USR\* and AGR\* tables.

 Troubleshooting using SU53, SM19/20, and ST01.

 Responsible for creating monthly audit reports using SUIM.

 Managing SAP user access and password expirations.