We are seeking an experienced **SAP FICO Consultant** to provide expert day-to-day support for Finance (FI) and Controlling (CO) users while driving continuous improvement within an S/4HANA environment. In this role, you will act as a crucial bridge between Finance business teams and IT, translating complex business needs into scalable SAP solutions. You will participate in major S/4HANA rollouts and Finance transformation projects, ensuring business continuity, process harmonization, and compliance with core operational models.

SAP FICO

Nr ref.: 266/9/2026/GP/270511/jobs.pl Warszawa (mazowieckie)

What you can expect from us?

- **Strategic Impact:** Play a central role in shaping global Finance transformation projects and establishing enterprise best practices.
- **Modern Tech Stack:** Work directly with the latest S/4HANA innovations, guiding users through modern interfaces and optimized financial architectures.
- **Global Collaboration:** Be part of an international team, working alongside top-tier IT and Finance professionals in a dynamic, cross-cultural environment.

What will your tasks involve?

- **System Configuration & Support:** Provide daily support for FI and CO users, ensuring seamless business operations. Configure, test, and document changes across the FICO domain (GL, AP, AR, Asset Accounting, Cost Centres, Internal Orders).
- **Project Delivery:** Actively participate in global S/4HANA rollouts and regional Finance transformation projects, collaborating directly with business process owners, regional stakeholders, and central IT teams.
- **Business Partnership:** Translate financial business requirements into technical SAP solutions that align with corporate standards and best practices. Drive process harmonization to support Business Simplicity and Operational Excellence.
- **S/4HANA Innovation:** Leverage and support the adoption of new S/4HANA features, including Universal Journal, Fiori Apps, and New Asset Accounting.
- **Training & Change Management:** Prepare comprehensive training materials, deliver hands-on user training to Finance and Controlling teams, and champion change management initiatives to maximize system adoption.
- **Compliance & Quality:** Ensure all configurations and processes comply with internal controls, strict audit requirements, and data quality standards.

What we expect from you?

- **Mandatory Technical Skills:** Deep, hands-on expertise in **SAP FICO**, comprehensively covering General Ledger (GL), Accounts Receivable (AR), Accounts Payable (AP), Asset Accounting (AA), Business Areas (BA), Cost Element Accounting (CEA), Cost Center Accounting (CCA), Profit Center Accounting (PCA), Internal Orders (IO), and Treasury (TR).
- **S/4HANA Experience:** Proven familiarity with modern S/4HANA innovations (Universal Journal, Fiori, New Asset Accounting).

- **Cross-Module Integration:** Solid understanding of integration points between FICO and other core SAP modules, particularly MM (Materials Management) and SD (Sales & Distribution).
- **Soft Skills & Competencies:**
  - Exceptional communication and stakeholder management skills.
  - Proven ability to navigate and thrive within a multicultural, matrixed global organization.
  - Highly analytical, proactive, and service-oriented mindset.
  - Capability to work autonomously while remaining a highly collaborative project team member.