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- Single

HIGHLIGHTS

- ABAP/4
- ABAP Objects
- ABAP Query
- Quick Viewer
- ABAP Workbench
- SAP Dialog Programming
- SAPscript
- Smart Forms
- Adobe Forms
- ALV Reports
- Enhancements
- User exits
- BADIs
- Enhancement-Points
- RFCs
- Legacy System Migration Workbench (LSMW)
- XML
- XSL
- SAP Transformations
- SAP GUI extended (GUIxt)
- SAP Web development
- SAP Enterprise Portal
- Business Server Pages
- WebDynpro
- Floorplan Manager (FPM)
- SAP IITS
- SAP ITS Mobile
- OData
- SAP Gateway
- IDocs
- BAPIs

SUMMARY

- Senior ABAP & Web Developer
- SAP HCM Consultant
- SAP R/3 & ABAP-Instructor
- AI

EXPERIENCE

ABAP/4, ABAP OO & Web Developer 10/2006 – Current
Freelancer consultant (Europe)

- SAP HCM consulting
- Support with Scripts with SAP GUI xt and InputAssistant so that several reports can be executed by end users without the need to make modifications in the ABAP-code.
- Since July 2025 Edeka

07/2024 – 12/2024

Deutsche Gesellschaft für die Zusammenarbeit.

- Migration of data and servers. All modules are being migrated into SAP Hana S/4, the module HCM is being migrated into a new server SAP R/3. Correction of reports, support during migration, setup of RFC-connections, Customizing in HCM. Setup of data, customizing, processes in the submodules PA, OM, PY, PT.

08/2022 – 09/2024

Leopold Kostal GmbH

- ABAP-development in the submodules PA & OM mostly, as well as in PY & PT, data transfer between systems and clients per IDOC, Change Pointers & PFAL. Development of BW-Extractors, User-Exits and BADIs. Correction and investigation of errors in the several reports for data transfer and data extraction. SPAU & SPDD, implementation of OSS-Notes.

09/2021 – 12/2023

MAN (Munich) – Munich

- WebDynpro and Odata-Programing for the HR-Portal (WD4A applications). Development and Customizing in and for the HR-Portal for ESS/MSS. Workflow development and CRs. 2nd.-Level-Support for solving incidents and implementation of CRs in the submodules PA, OM, LSO, ESS/MSS and PT. New reports in submodules PA, OM, LSO, TRV. Monitoring of IDOCs and correction of failures.

06/2016 – 12/2023

Nord/LB (Hannover) – Hannover

- Web services
- SAP Business Work Place
- Document Management System
- SAP Workflow
- OSS notes application and support (SPAU & SPDD)
- Logical data bases
- SAP Authorizations
- SAP HCM
- PA (Personal Administration)
- OM (Org. Management)
- PCP (Personnel Cost Planning)
- PM (Performance Management)
- TEM (Training & Event Management)
- LSO (Learning Solution)
- TV (Travel Management)
- ESS and MSS
- Microsoft Office
- Word
- Excel
- Outlook
- PowerPoint

LANGUAGES

Spanish: First language

German:

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Avanzado

English:

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Avanzado

- WebDynpro & BSP development in module HCM (applications run in the Enterprise Portal). Development and customizing in and for the Enterprise Portal for ESS/MSS. Development von workflows, partially authorizations. Implementation of SAP sub module Performance Management (PM) for the formerly Bremer Landesbank, customizing as well as programming and connecting it to the portal. Maintenance of the sub module PM for Nord/LB. Programming of BW-extractors, support of BW-team with developments. WebDynpro development and configuration with FPM in the module HCM. Creation and change of Smartforms forms. Participation in the system upgrade to EHP8.

08/2020 – 05/2021

Commerzbank (Frankfurt) - Frankfurt

- Development of applications with WebDynpro und ABAP OO for the topic Social Plan Instruments
- Layoffs employees that have to leave the bank through Layoffs, early-retirement or pension.
- Pension plan employees can build their pension plan. Transfer of HR-Data per IDOCs between systems. Monitoring of IDOCs and correction of failures.
- Development in the submodule Personnel Cost Planning (reports).

05/2020 – 12/2020

Bank KfW

- Short mission at around 20% of my capacity for customizing and development in the submodule Personnel Cost Planning (PCP) according to new needs. Creation of new cost plans, updates of reports and queries, development of new collection methods.

10/2018 – 12/2020

ThyssenKrupp (Essen) - Essen

- I support this company within the module SAP HCM with development, customizing and consulting in the sub-modules PA, OM, VM, PT, TV, as well as creation of Infotypes, new developments with WebDynpro, Smartforms, Workflows. Support in the Enterprise Portal for hanging new web applications. Data transfer with interfaces to several non-SAP applications.
- Main tasks here are within the submodule PM (Performance Management), dealing with Objective Setting, Position Description, Performance Evaluation and more. This means development, customizing, web applications within Enterprise Portal, etc. Form development with Smartforms & Adobe Forms.

07/2017 – 09/2018

HSBC (Düsseldorf) - Düsseldorf

- Support with ABAP/4, ABAP OO, SAP Dialog Programming & Workflow development for the implementation of the module PE (Payment Engine), data transfer from/to external systems per RFC and IDOCs. Monitoring of IDOCs and correction of failures. Data maintenance in module Business Partner.
- Up to 60%

06/2016 – 04/2018

Zott SE & Co. KG (Mertingen) - Mertingen

- (occasional support)
- Maintenance of sub-module HCM PM (Performance Management), development of ABAP reports and WebDynpro applications.

03/2017 – 04/2017

KFW (Berlin) – Berlin

- Development of WebDynpro applications. Programming of BW-extractors, support of the BW-team with developments. WebDynpro development for BW processes.
- Up to 50%

03/2016 – 06/2016

Barmenia Versicherung (Wuppertal) – Wuppertal

- Programming and consulting in SAP HCM in PA, OM, PT and Recruiting. Support during and after system upgrade. Creation of interfaces for data transfer from external systems (Recruiting) into SAP PA & OM about the new employee. XML-Files and SAP Transformations. Upload documents to the employee's personal files. Manager's Desktop and HCM authorizations, HR Statements. LDAP-Connection to ADS.

03/2014 – 02/2016

Roche (Mannheim & Remote) – Mannheim

- I support this company for the introduction and running SAP HCM's sub module LSO (Learning Solution), with programming but also with customizing and data processing.
- I also take part in the topics ESS/MSS and Enterprise Portal in the case of Roche, mostly as developer but also as consultant.
- Implementation of OSS-Notes for the module HCM, but mostly for LSO.
- Modification of IDOCs.
- Consulting in the sub-modules PA, OM, ESS/MSS, as well as Customizing.
- Functional analysis of new requests in ESS/MSS.
- Research of (missing) authorizations when an incident is opened.
- Creation and change of forms.

06/2015 – 12/2015

Grunner & Jahr (Hamburg) – Hamburg

- Programming with ABAP/4, ABAP OO, WebDynpro & Workflow for creation and maintenance of several applications that run in the Enterprise Portal for the topic HCM.
- Maintenance of the Enterprise Portal itself.

11/2013 – 03/2014

Lidl (Neckarsulm & Remote) – Neckarsulm

- I support these companies for starting SAP HCM's sub module LSO (Learning Solution), mostly with programming but also there's some functional, customizing and data processing activities.
- It is not only a matter of creating the web pages but also customizing in the Enterprise Portal; that means I take care of many aspects in the portal.
- Creation and modification of many POWLS for the portal regarding courses, participation, cancelation, history, etc.
- Creation of upload-programs for migrating data into the SAP system related to the end user's courses.
- 2nd line support and incident-solution in LSO.

- Functional analysis of new requests and development of the application(s) in modules PA, OM & LSO.
- Research of (missing) authorizations when an incident is opened.
- MAN (Munich & Remote) (listed together with Lidl)

08/2013 – 10/2013

DAK (Hamburg) - Hamburg

- I support the company (medical services) with programming in module HR, sub modules PA, OM and occasionally FI/CO too and for that I use technologies like ABAP/4, ABAP OO, Workflow, WebDynpro, extensions, BADIs, etc.
- There is no real project in this case, it is only support in the daily tasks, mostly based on tickets and incidents that I have to investigate for being able to give an answer and a solution to the end user.
- Creation and change of forms.

05/2013 – 07/2013

C&A (Düsseldorf) - Düsseldorf

- I am supporting the company C&A with consulting and programming activities in the module HR, sub-module Time Management, because it is to be rolled out in Switzerland beginning September.
- I am participating in Time Management, as well as PA & OM.
- The web applications that I am creating are done with Web Dynpro for ABAP.

08/2012 – 04/2013

Bayer Business Services (Leverkusen) - Leverkusen

- I am supporting the company Bayer with consulting and programming activities in the module HCM (sub-modules PA, OM & LSO).
- The company is running many web applications (BSP-pages but programmed with HTML5, CSS, JavaScript and Ajax) under the portal for the topics LSO, e-Recruiting, ESS and MSS.
- My tasks as programmer are to maintain the information and adapt/extend the web applications according to new demands.
- My tasks as consultant are within the sub-modules PA & OM.
- Another task is to investigate tickets and incidents that users report for being able to give an answer and a solution to the end user.
- Research of (missing) authorizations when an incident is opened.

01/2008 – 07/2012

Deutsche Telekom (T-Systems & T-Mobile)

- Subsidiaries of T-Mobile in DE, UK, A, NL & CZ
- The corporation Deutsche Telekom has decided that web applications must be maintained by T-Systems GmbH and not any more by T-Mobile, so I had to emigrate to T-Systems but my tasks and service is just as it was before at T-Mobile (both are companies within Deutsche Telekom).
- Project „Competencies“ and „Carrier Interview“ for the Czech subsidiary, which has been created in BSP and is going to be incorporated to the Enterprise Portal as part of the Performance Management in CZ. With this web applications the HR department is going to evaluate the information from employees and managers regarding level of satisfaction during employee's career in the company, as well as the self assessment by employees for targets set by the company.
- Currently 3 persons work with me as team leader in the web-based topic Performance Management. I lead and train them, because they

are relative new to SAP. Development in WebDynpro for the portal for different departments, as well as Workflows according to needs in every department or division. These web applications are later modified using FPM. Consulting in SAP HCM PA & OM for T-Mobile in 3 countries: NL, A & CZ.

- Migration of an existing SAP system into a central SAP system with EhP 5 for the subsidiary of T-Mobile in Holland. My area of responsibility is the topic Performance Management and partially SAP HCM PA & OM with consulting and partial project leading for carrying out the migration, as well as programming in the payroll.
- I've been supporting this telecommunications corporation in module HR, especially regarding the topic performance management, with web and ABAP solutions. In a beginning I had to attend the web applications for DE, A, CZ, UK & NL. The corporation decided to separate DE due to a new project which is carried out by a different department. Since October 2009 I am responsible for technical support of the societies (4) outside Germany only, which still involves around 9000 employees.
- Project "Target Management" for registering objectives and targets of employees in the portal. The web site is created with BSP, ABAP OO and JavaScript in module HR. Application is now productive in DE, UK, NL, CZ & A. This emulates the SAP HR solution Performance Management, since the company decided to have its own solution (they did not like SAP's solution).
- Project 'Accountabilities' with T-Mobile UK as requisitioner and test pilot for registering accountabilities of employees in the portal. This is done with BSP, ABAP OO and JavaScript in module HR. The application is to be rolled out in UK in sept. 2008 as a first step and then to CZ. Adaptation and correction of BSP-pages, creation of forms with SmartForms, correction of ABAP programs, Third-level support, correction of SAP Workflows, all in module HR.
- Project 'Identity & Access Management' with WebDynpro for ABAP for being able to request new authorizations to users in several systems.
- Reporting in BSP for the portal-based applications Target Management and Accountabilities. Much development of forms with SmartForms for generating PDF-files in the portal. Consulting in SAP HCM PA & OM in 5 countries: NL, A, DE, UK & CZ. Another task is to investigate tickets and incidents that users report for being able to give an answer and a solution to the end user.

10/2007 - 12/2007

BrainLab in München (DE) - München, DE

- Support as developer during the introduction of the SAP system. Creation of Adobe forms. Extension of standard functionality with Enhancement-Points. I created ABAP programmes for the migration of data from the legacy system into SAP for modules MM & PP. Some scripts using SAP GUI ext for changing the appearance of screens in the logistics.

02/2007 - 09/2007

Siemens IS in München (DE) - München, DE

- I worked in the upgrade of all corporation's SAP R/3 systems in Germany to version MySAP 2005, as a first step.
- In a later step we implemented an important template worldwide for consolidation of data for finance and logistics.

- I created several programmes with ABAP/4 and OO for the migration of data from different systems into SAP.
- Another task is to investigate tickets and incidents that users report for being able to give an answer and a solution to the end user.

10/2006 – 02/2007

VW, A.G. in Kassel (DE) – Kassel, DE

- I was responsible of the introduction of Module PPM (Packaging Planning Module), which was created from zero using ABAP/4, ABAP OO and SAP Dialog Programming.
- This module supports the employees worldwide when packaging the new parts in the warehouse.

07/2005 – 09/2006

Siemens A&D in Nürnberg – Nürnberg

ABAP/4, ABAP OO & BSP Developer

07/2001 – 09/2006

SOFTWARE SUPPORT RAAB GmbH (Germany) – Germany

- July 2005 – Sept. 2006 Siemens A&D in Nürnberg
- May 2005 – July 2005 T-Systems in Stuttgart
- July 2004 – May 2005 Siemens Power Generation in Erlangen
- Dec. 2002 – July 2004 Siemens L&A in Offenbach
- May 2002 – Oct. 2002 Siemens Dematic in Konstanz
- March 2002 – April 2002 MEA Meisinger in Aichach
- July 2001 – Feb. 2002 Siemens SBS in Erlangen

EDUCATION

Technical high school: math

CERTIFICATIONS

- Certification by Microsoft as Visual Basic Developer, Microsoft
- ISO 14000 (Environmental Safety)
- ISO 9000 (Product Quality)