



CURRICULUM VITAE

Jorge Alonso

Senior ABAP & Web Developer

SAP HCM Consultant

SAP R/3 & ABAP-Instructor

February 2024

PERSONAL DATA

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WORK EXPERIENCE

Freelancer consultant (Europe)
ABAP/4, ABAP OO & Web Developer
SAP HCM consulting
Since Oct. 2006

Since September 2021

MAN

(up to 50%)

WebDynpro and Odata-Programming 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 partially PT. New reports in submodules PA, OM, LSO, TRV.

Since Aug. 2022

Leopold Kostal GmbH

(up to 50%)

ABAP-development in the submodules PA & OM, 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.

June 2016 – September 2023 Nord/LB (Hannover)

WebDynpro & BSP development in module HCM (applications run in the 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.

May-December 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.

Aug. 2020 – May 2021 Commerzbank (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. Development in the submodule Personnel Cost Planning (reports).

October 2018 – December 2020 ThyssenKrupp (Essen)

I support this company within the module SAP HCM with development, customizing and consulting in the sub-modules PA, OM, VM, 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.

June 2016 – April 2018 Zott SE & Co. KG (Mertingen)

(occasional support)

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

July 2017 – Sept 2018 HSBC (Düsseldorf) up to 60%

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. Data maintenance in module Business Partner.

March - April 2017

KFW (Berlin) up to 50%

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

March 2016 - June 2016

Barmenia Versicherung (Wuppertal)

Programming and consulting in SAP HCM in PA, OM, PE 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 of documents to the employee's personal files. Manager's Desktop and HCM authorizations, HR Statements. LDAP-Connection to ADS.

March 2014 - Feb. 2016

Roche (Mannheim & Remote)

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.

June-Dec. 2015

Grunner & Jahr (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.

Nov. 2013 - March 2014

Lidl (Neckarsulm & Remote)

MAN (Munich & Remote)

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.

August - Oct. 2013

DAK (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.

May - July 2013

C&A (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.

August 2012 – April 2013

Bayer Business Services (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.

Jan. 2008 to July 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.

Oct. to Dec. 2007

BrainLab in 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.

Feb. to Sept. 2007

Siemens IS in 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.

Oct. 2006 to Febr. 2007

VW, A.G. in 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.

Trainer from 2011 to 2021

I have worked occasionally for SAP Education Austria, Integrata and other training institutions as a trainer for teaching different topics in development with ABAP and other tools within SAP.

I also worked for Arburg (production of machines), Airbus (manufacturer of planes), Logica (consultancy in France), T-Systems Slovakia (telecommunications and IT-services) and Braunschweiger Zeitung (newspaper) for training the employees in ABAP/4, ABAP OO & Workflow topics, as well as development of forms using SmartForms. This work has been either for a couple of days or up to a maximum of 2 weeks.

At the end of April and June 2012 I spent 2 weeks respectively in Kosice (SK) training several employees of T-Systems in programming (ABAP/4, ABAP OO, BSP, Enhancements). Among others, the topics that I covered were ABAP OO, BSP development, enhancements, etc.

Elaboration of video tutorials with Camtasia Studio and other software for teaching ABAP-Programming to any person through the internet.

SOFTWARE SUPPORT RAAB GmbH (Germany) ABAP/4, ABAP OO & BSP Developer From July 2001 to Sept. 2006

July 2005 - Sept. 2006

Siemens A&D in Nürnberg

The company carried out an important project (PMD = Product Master Data), in order to create and maintain the data of material master, mainly, and sales information worldwide through the internet (in connection with SAP WAS and BSP pages -> Web Development). In some locations there's no SAP system, so it all will be accessed, displayed and maintained through the internet. For supporting the company, I created the necessary BSP-pages, in a big team, with ABAP OO, HTML, HTML Business & JavaScript, all based in SAP WAS 6.20. Partial start of the project was due for the first week in October 2005; real start in productive system was 02.01.2006. Creation of programs for downloading MM-data as XML files.

After the productive start of the web development, we were occupied with change requests and the broadening of the PMD-System as well as with a second (MMP = technical data) and third (FDB = Fabrikat Datenbank) web project. MMP is a complementary system to PMD that maintains the technical data of materials and FDB was the forerunner system for creation and maintenance of material data. The functionality of this old system had to be integrated to PMD. All this was ready by September/October 2006.

May 2005 - July 2005

T-Systems in Stuttgart

I worked a couple of months for supporting the staff of the company in module Project System (PS) with new programs, as well as adaptation of existing programs. We had to transmit the information from SAP R/3 to a data base in Oracle in a different system; this means data migration.

July 2004 – May 2005

Siemens Power Generation in Erlangen

The company carried out an important project (PLM = Product Lifecycle Management) in order to standardize processes and interchange information between existing and future systems (SAP R/3) through IDOCs & RFCs, as well as the implementation of the SAP R/3 system in some sections of the plant Mülheim and in plants New Delhi, Budapest & Newcastle. The main project involved different teams in the plants in Erlangen (main place), Erfurt & Mülheim in Germany, as well as partially (as secondary project) Orlando & Charlotte in USA. In this case my team had to do much with bills of materials, material master and the module MM in general, document management, classes and characteristics, Workflow, RFCs, SAPscript forms, ABAP OO and SAP Business Workplace. Several programs were created for migration of data.

Dec. 2002 – July 2004

Siemens L&A in Offenbach

In this case, there was no real project to carry out. My work was, among others, to develop new programs and to modify and adapt existing programs (inclusive some standard programs) for modules HR, MM, SD, QM and FI/CO, as needed. Additionally, I had to support the responsible of module MM in the daily work, either with developments or different tasks in customizing, material master, purchase orders, etc.

May 2002 - Oct. 2002

Siemens Dematic in Konstanz

The administration and maintenance of the R/3 system at the subsidiary in Arlington (USA) had to be moved to Konstanz (Germany). My tasks here were to translate the existing programs, forms, messages, etc. into english, as well as to generate new programs as needed. An important project was "Antrag auf Materialzulassung", that is, creation of materials in SAP. In this case I automated the former process, in which 5 different departments participated, under SAP with a new development (instead of papers) for modules MM/SD. In this case I lead a team of 3 colleagues, supported by the staff of the participating departments.

March 2002 - April 2002

MEA Meisinger in Aichach

There was a data migration process from an old system into SAP R/3. I was responsible for writing a collection of programs, which must create or change data in the material master (per batch-input) in Module MM. I adapted several SAPscript forms.

July 2001 – Feb. 2002

Siemens SBS in Erlangen

I had to adapt a big collection of ABAP programs for the accounting department, according to new guidelines established by the corporation in modules FI/CO. I adapted several SAPscript forms.

SIEMENS A&D (México)

ABAP/4 Developer

April '98 until June '01

I worked for the informatic department in Mexico and my task was to create and adapt new programs and developments with ABAP and/or SAP Dialog Programming for the end users in all existing modules (MM, PP, FI/CO, SD, among others). The users were helped by me in order to use the SAP system and understand it. Additionally, I carried out different courses about SAP-topics (introduction to SAP, R/3 in general, execution of queries and programs, creation of queries, check and print spools, etc).

I created the necessary SAPscript forms, also attended the labeling devices for the production department and created the necessary code for printing information from SAP. Labels were sticked to the semi-finished and finished products.

Additional tasks:

ISO 9001 → I was at the same time responsible for the documents and forms according to ISO 9001 (quality of product), organization, implementation of guidelines for creation of documents (procedures, instructive), as well as the official documents and technical information. I also had to audit the participating departments to confirm that the guidelines were carried out.

ISO 14000 → the goal of the plant was to get a certification ISO 14000 (ecology and work security) by the end of 2001. I took part in the process of preparation, together with a group of colleagues from different departments. I participated in an ISO 14000 training course and achieved a certificate.

List of SAP R/3 projects at Siemens A&D:

Mai – Juni 2001:

Implementation of the project "Office Online" for the production and engineering departments (they must have all necessary tools in just one screen). The concept spans over the use of HTML Code, Javascript, Images and Links under SAP in Module PP.

Feb. – Apr. 2001:

Implementation of a Data Warehouse System (not SAP's module BW) for Siemens A&D related to the production and logistics areas of the factory (modules PP/MM). It had to deal with the purchase orders, delivery of end product, processing time, amount of sales, etc.

Nov. 2000 – Jan 2001:

I developed a system under SAP Online Programming in order to be able to better control special orders coming from the USA and Canada. The system is able to produce graphics indicating the status of the orders and more.

The requirements regarding the development of this system was initiated by the production department. However, the functionality of the system was enlarged and improved over the time so that it could be also used by the logistics, engineering, auditing and production management.

Aug. – Oct 2000:

Active participation in the update process of the SAP system from version 3.0F to 4.7D, which included training of end users, program tests, documentation, etc.

Jan. – Mai 2000:

Reengineering process in the production department, which involved the normativity of activities and capacity in the 3 areas of the plant (single phase motors, three-phase motors and electronic devices), as well as support, training and new developments in module PP for the employees.

BANCA SERFIN (México)

Bank activities

Jan. 1990 - March 1998

Great experience in bank activities, in which I carried out different work tasks, in administration as well as software development, bank-related positions and client service. My last position was at headquarters (Division Guadalajara) and depended directly from the Director as vice-manager in the area of administration.

I worked almost one year (1993) as vice manager in one of the biggest branches of the bank and my activities had to deal with all type of administration. Additionally, I was boss of a group of 22 employees (the branch had in that year 30 employees).

EXPERIENCE IN SAP

Since over 25 years I have worked with ABAP/4, SAP Dialog Programming and ABAP Objects in many modules (mostly MM & HCM), in order to support the end users with real solutions. I have participated in partial or complete implementation process of the SAP system.

Great experience when generating listings in many modules with ABAP Queries and Quick viewer, as well as data transfer with Batch Input, Direct Input, BDC, RFC-capable functions and BAPIs.

Development of simple or complex systems with SAP Dialog Programming as well as generation or modification of SAPscript, SmartForms and Adobe forms. I have also used SmartForms in order to generate PDF files, which can be transmitted per eMail (Business Work Place) or downloaded from a web site (BSP development).

Experience when leading a small work group of programmers and end users when new, complex developments were initiated or projects were carried out.

Know-how in data archiving and administration of documents under SAP to complement the information of materials, spare parts, standard plans & equipments and to save this in the Document Management System.

Mastery of the SAP Netweaver technology Business Server Pages (BSP-pages) and ABAP Objects, as well as of peripheral web-based development technologies, like JavaScript, HTML & D-HTML for providing web solutions. In this area I have gained a long-term experience, in version 6.20 as well as 6.40 and 7.0. Additionally, I created some developments which generate XML files, for downloading the material's information from the web application.

IDOCs & ALE

- HCM master data distribution
- Implementation of a partner connection & connection to third-party systems
- Implementation of distribution models with filters
- Outbound & Inbound BAPIs to process the data before transfer and before booking
- Distribution via message type HRMD_A (HCM data)
- Integration of dialog interfaces
- Know-how for handling incorrect IDOCs & error analysis

EXPERIENCE IN SAP HCM

Since over 16 years I take care of module HCM (previously HR) for my clients, not only as consultant or programmer but also as supporter. My tasks in this last case were very different for every client:

- Reporting
- Search for error and analysis (incident management)
- Training
- Functionality of ESS & MSS
- Improvement of processes and tasks
- Exchange of data between SAP systems
- Recording and update of SAP PA & OM data
- Setting up HCM-related content in the Enterprise Portal
- POWLs under the Enterprise Portal
- LSO
- Processes under ESS und MSS

I have participated in several projects for the migration of data or for setting up concrete HCM procedures.

SKILLS & KNOW-HOW

In ABAP (Development):

- ABAP/4 and ABAP Objects
- ABAP Query / Quick Viewer
- ABAP Workbench in general
- SAP Dialog Programming (modules programming)
- SAPscript, Smart Forms & Adobe Forms
- ALV Reports (Table and tree type)
- Enhancements with User exits, BADIs, Enhancement-Points
- RFCs from/to Excel and Access
- Legacy System Migration Workbench (LSMW)
- XML & XSL-files
- SAP Transformations
- SAP GUI extended (GUIxt)

Web development SAP

- SAP Enterprise Portal
- Business Server Pages
- WebDynpro
- Floorplan Manager (FPM)
- SAP IITS und ITS Mobile

Data Transfer

- oData & SAP Gateway
- IDOCs
- RFCs
- BAPIs
- Web services

SAP Functionality:

- 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
- RC (Recruiting)
- Manager´s Desktop

Under Windows:

- Microsoft Office (Word, Excel, Outlook, PowerPoint, Access)
- Interactive training systems for end users (eLearning)

Internet:

- JavaScript & CSS
- HTML5

VERSIONS

I have worked with the following versions of the SAP R/3 System: 3.0F, 4.0B, 4.6C, 4.6D, 4.7, 6.20, 6.40, SAP Netweaver 2004s, 7.0, 7.01, 7.3, 7.5 and many more.

STUDIES

Technical high school with specialization in math.

Training:

- ABAP/4 Development Workbench
- SAP Dialogue Programming
- Office Products (Excel, Word, Access, Front Page)
- Certification by Microsoft as Visual Basic Developer
- ISO 14000 (Environmental Safety)
- ISO 9000 (Product Quality)
- Introduction to SAP R/3 (at Siemens)
- Delta training MySAP 2005
- SAP Workflow
- SAP Authorizations
- WebDynpro for ABAP
- SAP Floor Plan Manager (FPM)
- SAP Screen Personas
- Master data in HCM
- SAP HCM Personnel administration (PA)
- SAP HCM Organisation Management (OM)
- SAP HCM Performance Management (PM)
- SAP HCM Recruitment (RC)
- SAP HCM Training & Event Management (TEM)
- SAP HCM Travel Management (TV)
- oData & SAP Gateway

MODULES

As All-rounder-developer I have had deep or partial contact with the following modules:

HCM	☆☆☆☆
MM	☆☆☆
PP	☆☆
SD	☆☆
PE	☆☆
FI/CO	☆
PS	☆
QM	☆
WM	☆

The ☆ means the experience as developer in the above mentioned modules.