



Hexagon's Infrastructure & Geospatial Business Area combines measurement, positioning, and mapping technologies to help geodata-dependent industries capture, measure, and visualise the physical world – turning data into actionable insights for better decisions and greater efficiency.

Are you equally comfortable configuring SAP SuccessFactors Employee Central, working with classic SAP HCM and troubleshooting integrations between the two?

At Hexagon, we are transforming our global People & Culture technology landscape. As we expand SAP SuccessFactors across our international organisation, SAP HCM remains an important part of our existing environment.

We are looking for an experienced, hands-on **Senior HR Systems Specialist** to join our global People Digitalisation team.

We are looking for someone who enjoys working directly in the systems, understands how different applications interact and takes ownership of technical challenges from investigation through resolution.

You will work in a small, international team where your expertise, curiosity and problem-solving skills will make a real difference.

Senior HR Systems Specialist – SAP SuccessFactors & HCM (f/m/d)

Europe 

This appeals to you

- Own and configure SAP SuccessFactors Employee Central, including MDF and Foundation Objects, Business Rules, workflows, Role-Based Permissions (RBP), data models and Position Management.
- Work hands-on with SAP HCM, particularly Personnel Administration (PA), Organisational Management (OM),

This is you

- Several years of substantial, hands-on experience with both SAP SuccessFactors Employee Central and classic SAP HCM.
- Proven experience configuring SuccessFactors EC independently, including Business Rules, MDF Objects, workflows, RBP and related core

Time Management (PT) and related Payroll processes.

- Manage and troubleshoot integrations between SuccessFactors EC and SAP HCM, including employee master data replication, field mappings, data flows and integration errors.
- Investigate complex incidents across EC, SAP HCM and connected applications, identify root causes and implement sustainable solutions.
- Work with integration technologies and tools such as BIB, SAP CPI/Cloud Integration, Integration Center, APIs and replication monitoring, depending on your expertise.
- Support system enhancements, releases, configuration changes, testing and continuous improvements across our global HR technology landscape.
- Understand the impact of configuration changes on downstream applications, payroll processes and data integrity.
- Collaborate closely with global HR, IT and external partners while maintaining strong internal technical ownership.
- Contribute to our ongoing transformation from a hybrid SAP HCM/SuccessFactors environment towards a more integrated, cloud-based HR technology landscape.
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functionality.

- Solid practical SAP HCM knowledge, particularly PA and OM, ideally complemented by Time Management and/or Payroll configuration.
- Hands-on experience with EC-to-SAP HCM integration, data replication, troubleshooting and interface monitoring.
- Good understanding of how HR master data, organisational structures, Time and Payroll processes interact across different systems.
- Experience investigating complex production issues, performing root-cause analysis and implementing technical fixes.
- Familiarity with BIB, SAP CPI, APIs, OData or related integration technologies is highly valuable.
- Experience with SAP HCM schemas, PCRs, wage types or ABAP HR would be an additional advantage.
- You are a hands-on technical-functional specialist, not primarily a project manager or coordinator.
- You enjoy solving problems yourself rather than immediately passing them to external consultants or vendors.
- You can independently configure, investigate and maintain applications while knowing when specialist support is required.
- You are comfortable working across system boundaries and are curious about technologies beyond your immediate area of expertise.
- You enjoy both new implementations and the ongoing ownership, maintenance and improvement of existing systems.
- You communicate clearly, collaborate well with international colleagues and take responsibility for delivering reliable solutions.
- You are fluent in English and comfortable working in a distributed global team.
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WHAT MAKES THIS ROLE DIFFERENT

You will combine the variety and technical challenge of consulting with the opportunity to build and improve one global HR technology landscape over the long term.

Rather than moving from one client project to the next, you will become a trusted internal expert: understanding our systems in depth, challenging solutions, developing alternatives and seeing the impact of your work from implementation through continuous improvement.

You will join a team that is shaping the future of our HR technology landscape, with the opportunity to contribute your expertise, take ownership and help determine how we work with SAP SuccessFactors and other HR technologies going forward.

About Us

At Hexagon, we are the global leader in measurement technologies. Our precision measurement, positioning, and autonomous solutions transform the world's most vital industries – providing the confidence that customers rely on to build, navigate, and innovate.

From microns to Mars, we drive productivity, quality, safety, and sustainability where it matters most. We help industries operate smarter, reduce risk, and reach new levels of efficiency.

Looking ahead, we are advancing our customers towards a future of true autonomy – enabling them to meet sustainability and demographic challenges with confidence.

With approximately 16,000 employees across 50 countries, Hexagon combines global scale, expertise, and innovation to make a lasting impact across some of the world's most vital industries.

Learn more at hexagon.com.

Contact

If you have any questions, please do not hesitate to contact [Joanna Ertug](#), Talent Acquisition Manager.

APPLY NOW

Hexagons Geschäftsbereich Infrastructure & Geospatial

Job-ID: ihqlbyca

