

# The SAP Report

## Q3 2022

begin 





**Vincent Dunlop**  
Co-Founder | Director

Welcome to Q3's edition of the SAP Report, we hope you find it useful. The biggest development in the UK SAP industry since we were last here was the huge move by new Chancellor Kwasi Kwarteng to repeal the 2017 and 2021 IR35 reforms, much to the delight of the freelance sector (more on this on our IR35 section [here](#)).

In less seismic developments, bluewave's fledgling 5-a-side team enjoyed measured success at the Business Fives football tournament in Leeds. Despite finishing top of our group and looking resplendent in our SAP-sponsored Hoffenheim shirts, we were dispatched quicker than manufactured goods from an EWM warehouse in the knockout stages. Best stick to the day job.

You will find this Q3 SAP Report jam-packed with all the regular content plus special features on Women in SAP, SAP Ariba and the global contracting market.

SAP jobs and hiring continued the upward trend throughout Q2 as did day rates and permanent salaries. Demand for good SAP professionals is consistently high and there are more S/4 HANA customers than ever before. If our own half year results are anything to go by, the SAP market is buoyant despite the cost of living crisis and current economic uncertainty with plenty of new programmes to continue momentum well in to next year and beyond.

Many suggest that the hyperactivity around S/4 HANA has created an acute shortage of skills in the market, however as a recruitment business exclusively focused on bringing great SAP people together, we disagree. Maybe it is because we know where and how to look... more on this later.

As always, if you have any feedback, additional content suggestions or personal blogs that you would like to showcase, it would be great to hear from you.

- Overview
- SAP Industry News
- Spotlight on S/4HANA
- Q2 SAP Jobs & Hiring Activity

- SAP Salary & Day Rate Benchmarking
- Global Contractor Outlook
- Women in SAP
- Spotlight on Ariba
- Spotlight on IR35
- How We Can Help

Looking for your **next SAP** job?

[Click here](#)

Looking to **build** an exceptional **SAP** team?

[Click here](#)

To download our **SAP CIO Dashboard** for SAP professionals in C-Suite and Senior Leadership roles [click here](#)

### Experts in S/4HANA

[Click here](#)

### Niche SAP skills

[Click here](#)

### CoE build and optimisation

[Click here](#)

### Permanent SAP resource hiring

[Click here](#)

### Contract SAP resource hiring

[Click here](#)

### Peer reviews

[Click here](#)

**SAP** podcasts coming soon

## bluewave half-year results

July: 2022

SAP customers up **196% YoY**

Revenues up **200% YoY**

Record number of **S/4HANA** Programmes

Contract hires: **record-equalling** performance

Perm hires: **record performance** surpassed 2021 revenue in **5 months**



UK: **doubled** in capability since 2020

Germany: **50+** SAP Customers in first **8 months**



Previous



Next

Overview

SAP Industry News

Spotlight on S/4HANA

Q2 SAP Jobs & Hiring Activity

SAP Salary & Day Rate Benchmarking

Global Contractor Outlook

Women in SAP

Spotlight on Ariba

Spotlight on IR35

How We Can Help

**SAP Announces Q2 and Half-Year 2022 Results**

WALLDORF — SAP SE (NYSE: SAP) announced its financial results for the second quarter and half-year ended June 30, 2022.

**Lack of IT Alignment Hampers Migration to SAP S/4HANA**

Approximately 66% of respondents say that the biggest hurdle to complete SAP S/4HANA migration is aligning business, project, and IT teams.

**SAP Acquires Search-Driven Analytics Company Askdata**

With the acquisition of Askdata, SAP strengthens its ability to help organisations take better informed decisions.

**RISE with SAP Gains Strong Momentum Across North America**

Hundreds of companies selected RISE with SAP in the first half of the year, with public cloud gaining traction as the deployment of choice with many customers.

**SAP Named a Leader in 2022 Gartner® Magic Quadrant™ for Digital Commerce**

Gartner once again names SAP a Leader in digital commerce solutions. In its latest 2022 report, Gartner Inc. assessed solutions from 19 vendors, including the SAP® Commerce Cloud solution.

**Latest SAP news**

Keep up with the latest SAP news, insights and advice from industry professionals, recruiters and commentators.

Follow us on LinkedIn

**SAP Achieves Goal of Supporting 200 Startups**

Founded or led by underrepresented entrepreneurs six months ahead of schedule

**Catalyst 2030 Announces Global Award Winners**

Corporates Awards Category - SAP, Germany. This category highlights best practices in private sector engagement with the social entrepreneurship sector.



Previous



Next

Overview

SAP Industry News

Spotlight on S/4HANA

Q2 SAP Jobs & Hiring Activity

SAP Salary & Day Rate Benchmarking

Global Contractor Outlook

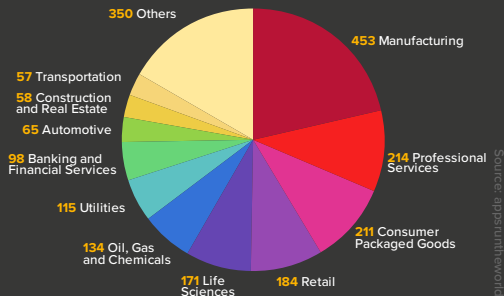
Women in SAP

Spotlight on Ariba

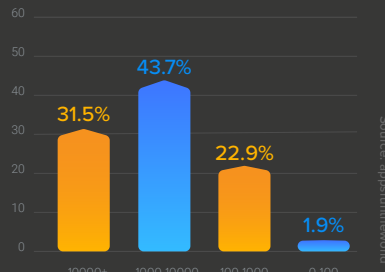
Spotlight on IR35

How We Can Help

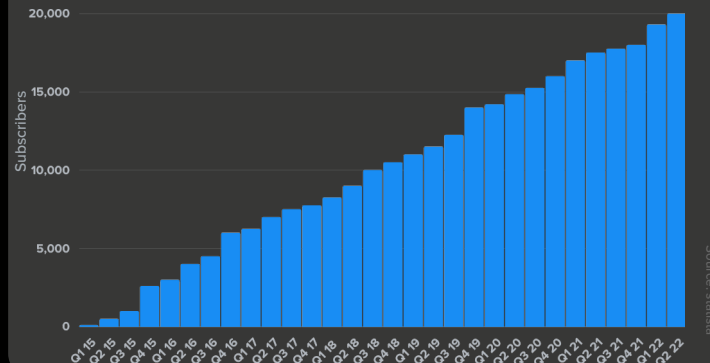
Breakdown of **SAP S/4HANA** customers by Industry



Breakdown of **SAP S/4HANA** customers by No. of Employees



Quarterly number of **SAP S/4HANA** subscribers worldwide from 2015 to 2022, by quarter



Free **SAP S/4HANA** Resources

Outside of your own peer network, where do you go to find out the how-to's of preparing for and implementing S/4HANA? Below are some links to useful and mostly free SAP resources to help you on your journey:

**SAP COMMUNITY NETWORK** Q&A for SAP Professionals - tends to be hands-on troubleshooting and technical advice [Click here](#)

**SAP BLOGS** Passionate SAP Professionals' best practice blogging on all manner of subjects [Click here](#)

**UK & IRELAND SAP USER GROUP** Peer-to-peer experiences of implementing and living with SAP. Lessons learned etc [Click here](#)

**FREE ONLINE SAP COURSES** [Click here](#)

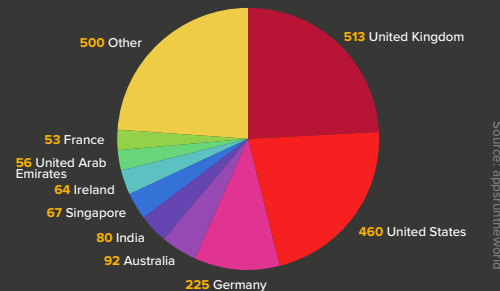
**YOUTUBE** Literally 1000s of videos from basic introductions to accelerating your SAP transformation [Click here](#)

**SAP DEVELOPER CENTRE** An open repository for SAP Developers [Click here](#)

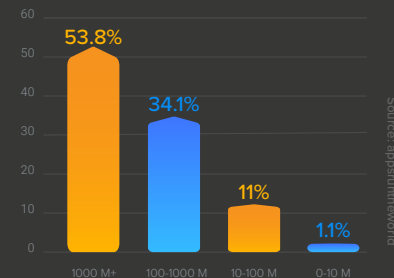
**EX-SAP COMMUNITY** Ex-SAP employers can stay in contact and tap in to in-house knowledge. The only draw back is that you have to have worked for SAP [Click here](#)

**BLUEWAVESELECT** Our own website features up to date SAP content including industry news and blogs [Click here](#)

Breakdown of **SAP S/4HANA** customers by Countries



Breakdown of **SAP S/4HANA** customers by Revenue



Looking to **build** an exceptional **S/4HANA** team?  
[Click here](#) →

Looking for your **next** job in **S/4HANA**?  
[Click here](#) →

**WOW,** the UK has more S/4 HANA customers than **anywhere** else in the world

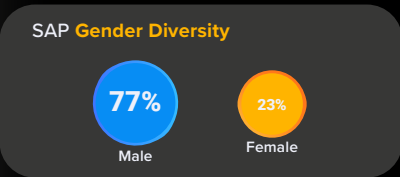
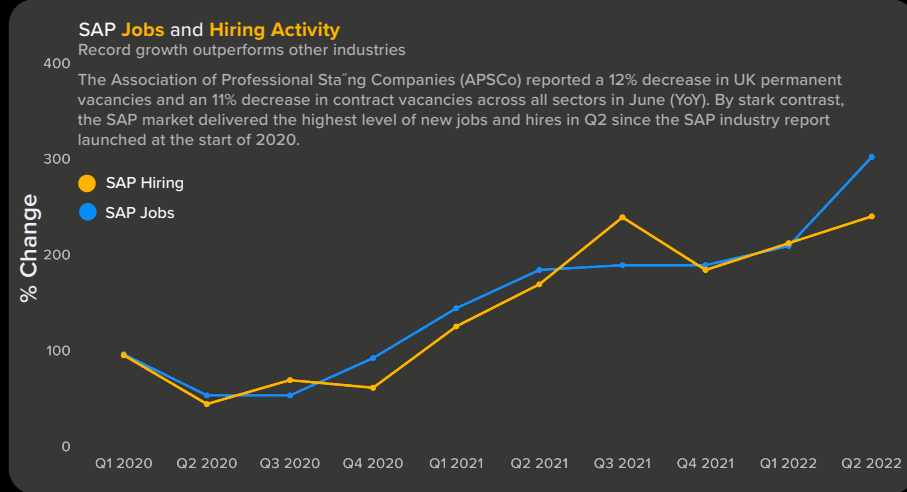
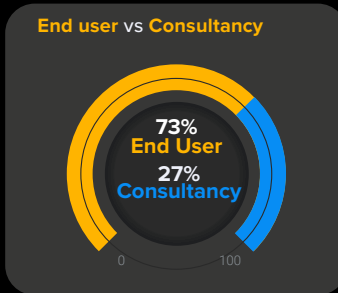
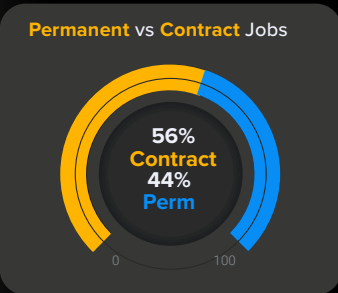


Previous

Next

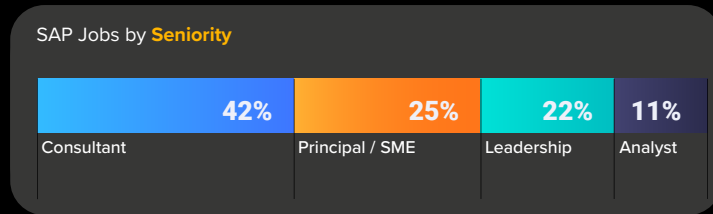
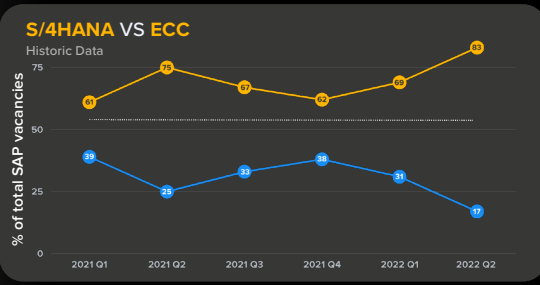
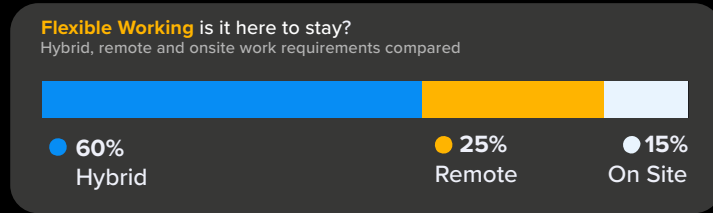
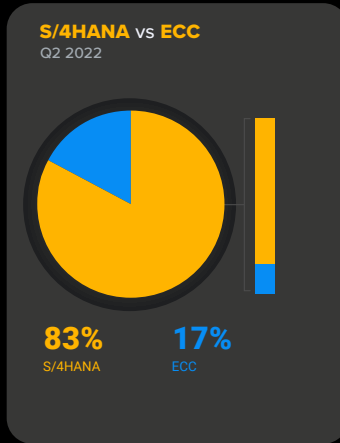
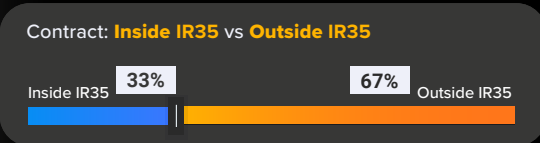
All Sources: bluewaveSELECT

- Overview
- SAP Industry News
- Spotlight on S/4HANA
- Q2 SAP Jobs & Hiring Activity**
- SAP Salary & Day Rate Benchmarking
- Global Contractor Outlook
- Women in SAP
- Spotlight on Ariba
- Spotlight on IR35
- How We Can Help



# 355

SAP Jobs



All Sources: bluwaveSELECT

- Overview
- SAP Industry News
- Spotlight on S/4HANA
- Q2 SAP Jobs & Hiring Activity**
- SAP Salary & Day Rate Benchmarking
- Global Contractor Outlook
- Women in SAP
- Spotlight on Ariba
- Spotlight on IR35
- How We Can Help

## Q2 Top 5 in-demand SAP skills

### 1st Manufacturing /Logistics

Given the massive spend in manufacturing sites, regional delivery centres and logistics operations, it will come as no surprise that manufacturing and logistics jumped from 4th place last time around to first in Q2. EWM and WM lead the field in this group.

### 2nd Data

An integral success (and failure) criteria of any SAP programme, data has featured in every top 5 skill summary since we started profiling demand curves. Again, MDG features highly this quarter and expect to see data skills in high demand as long as new programmes are being signed off.

### 3rd Finance

Always an in-demand skill as a core element of most SAP solutions. As well as modular FI/CO and R2R process demand we have seen a big increase in niche SAP finance areas such as tax, treasury, CFIN and FSCM.

### 4th Architecture

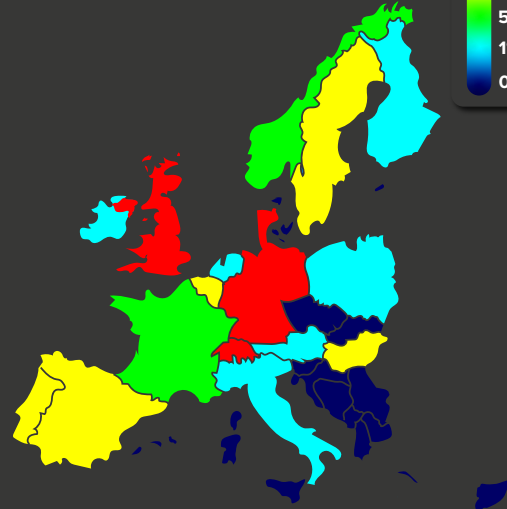
Again, a main stay of the quarterly top 5 skills, demand for technical and solution architects is almost exclusively driven by S/4HANA programmes, both greenfield and ECC transformation.

### 5th HxM

Q2 demand for HxM skills has been driven by Successfactors and notably EC ... and EC Payroll programmes. Interestingly, Successfactors demand has come from companies that don't run an SAP core as well as those that do.

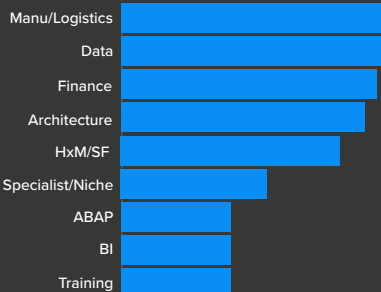
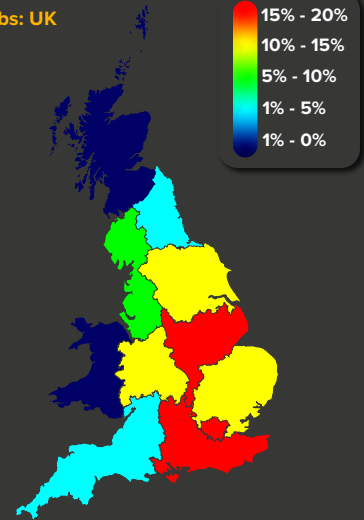
## Jobs Heatmap: Europe

Q2 2022



## SAP Jobs: UK

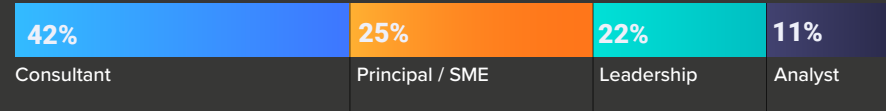
Q2 2022



### Most popular SAP jobs

Along with the Top 5 above, Specialist/Niche SAP roles featured highly in Q2 driven by the contract market as SAP Users sought to bolster in house capability. These skill areas included IS-Retail, AATP, VIM, Vistex and GTS

## SAP Jobs by Seniority



Looking to **build** exceptional **SAP** talent?

Click [here](#)

Looking for your **next** job in **SAP**?

Click [here](#)



Previous



Next

- Overview
- SAP Industry News
- Spotlight on S/4HANA
- Q2 SAP Jobs & Hiring Activity
- SAP Salary & Day Rate Benchmarking**
- Global Contractor Outlook
- Women in SAP
- Spotlight on Ariba
- Spotlight on IR35
- How We Can Help

## So, what of the big S/4HANA skills shortage?



A major challenge for SAP users in a buoyant market is how to **attract** and **retain** great SAP professionals, particularly with **S/4 experience**.

Looking to **build** exceptional **SAP** team?

Click [here](#) →

Looking for your **next** job in **SAP**?

Click [here](#) →

Interactive **Benchmarking Tool** - Coming soon

Get **notified** here →

Several industry commentators have said that we are in the middle of an **SAP skills shortage**, particularly for professionals with S/4HANA experience - but how true is this and how has it affected SAP salaries and day rates?

One thing for sure is that there are more S/4HANA customers and **more S/4HANA projects than ever before** which has increased need for SAP professionals with the right commercial experience, most of whom will have multiple offers to choose from when on the open market.

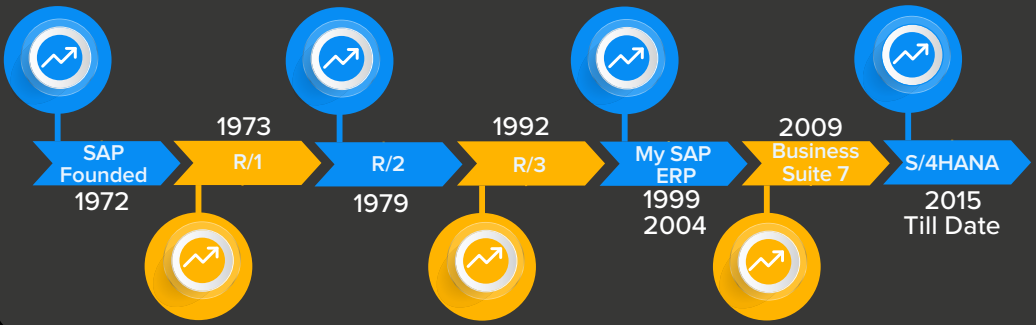
There will be a tipping point when the number of live S/4HANA instances are numerous enough to have produced and developed the 'right' amount of S/4HANA professionals to meet the demand. We have been through this cycle before - remember each new iteration of SAP: R2 > R3 > MySAP and so on? Each one created a spike in requirements as new adopters sought the latest skill-set and each time demand and supply steadily progressed to a workable equilibrium.

Until that point then, yes, there will be an SAP and S/4HANA skills shortage - **unless, like us, you know where and how to look.**

Our leadership team have been in this space since the R2 days, we speak to daily and track the availability of SAP professionals so that we can introduce them to our customers before they come on to the open market.

The benchmarking data on the following page is generated by real time vacancies, placements and data gathered from bluewave's SAP candidate networks. If you want to know how to position your hiring needs to attract SAP professionals and to check that you are paying the right amount for your resources, check out the next page...

**Cyclical** spikes in **demand for SAP professionals** have been common place since 1972



Overview

SAP Industry News

Spotlight on S/4HANA

Q2 SAP Jobs & Hiring Activity

**SAP Salary & Day Rate Benchmarking**

Global Contractor Outlook

Women in SAP

Spotlight on Ariba

Spotlight on IR35

How We Can Help

**Job role Contract benchmark Salary Range**

**Leadership**

Transformation	£1,200 - £2,500	£120k - £180k
Programme	£800 - £1,200	£90k - £130k
Project	£600 - £800	£70k - £90k
PMO	£450 - £750	£45k - £60k
BAU/Head of	£650 - £750	£85k - £100k

**Technical**

Architect	£800 - £1,000	£90k - £120k
Basis	£500 - £700	£60k - £90k
Security	£500 - £600	£55k - £80k
ABAP	£500 - £650	£60k - £70k
Integration	£700	£60k - £90k
Data		
• Manager	£600 - £850	£75k - £90k
• Lead	£600 - £700	£65k - £70k
• Consultant	£450 - £550	£50k - £60k

**Business**

Process		
• GPO	£700 - £1000	£80k - £110k
• Lead	£600 - £800	£70k - £80k
• BA	£500 - £700	£45k - £65k
Change		
• Manager	£600 - £900	£70k - £100k
• Consultant	£450 - £550	£45k - £65k
• Comms	£450 - £600	£45k - £60k
Training		
• Manager	£500 - £700	£55k - £80k
• Lead	£400 - £600	£50k - £70k
• Delivery	£350 - £500	£40k - £55k

**Job Role Contract Benchmark Salary Range**

**Functional**

Solution Architect	£800 - £1,300	£85 - £160k
OtC		
• Manager	£600 - £850	£80k - £90k
• Lead	£550 - £750	£70k - £80k
• Consultant	£500 - £600	£50k - £65k
RtR		
• Manager	£600 - £800	£80k - £90k
• Lead	£550 - £750	£70k - £80k
• Consultant	£500 - £600	£50k - £65k
PtP		
• Manager	£650 - £850	£80k - £90k
• Lead	£600 - £750	£70k - £80k
• Consultant	£500 - £600	£50k - £65k
Manufacturing		
• Manager	£650 - £850	£80k - £90k
• Lead	£600 - £750	£70k - £80k
• Consultant	£500 - £600	£50k - £65k
Warehousing/Logistics		
• Manager	£600 - £800	£70k - £80k
• Lead	£600 - £750	£60k - £70k
• Consultant	£550 - £650	£50k - £60k
SuccessFactors		
• Manager	£700	£90k - £120k
• Lead	£600	£75k - £90k
• Consultant	£500	£55k - £75k
BI		
• Manager	£650 - £850	£75k - £120k
• Lead	£600 - £800	£65k - £90k
• Consultant	£550 - £700	£55k - £70k
Test		
• Manager	£550 - £700	£70k - £80k
• Lead	£455 - £600	£60k - £70k
• Consultant	£350 - £550	£45k - £65k

Some skill areas feature a wide range of salary and day rate due to a number of factors: end user vs consultancy, whether or not the position has an S/4HANA or a niche skill element, scope of programme, responsibility of the individual, location and industry weighting.

**Focused SAP benchmarking available**

Click [here](#) →

**Looking to build exceptional SAP talent?**

Click [here](#) →

**Looking for your next job in SAP?**

Click [here](#) →



Previous

Next



Overview

SAP Industry News

Spotlight on S/4HANA

Q2 SAP Jobs & Hiring Activity

SAP Salary & Day Rate Benchmarking

Global Contractor Outlook

Women in SAP

Spotlight on Ariba

Spotlight on IR35

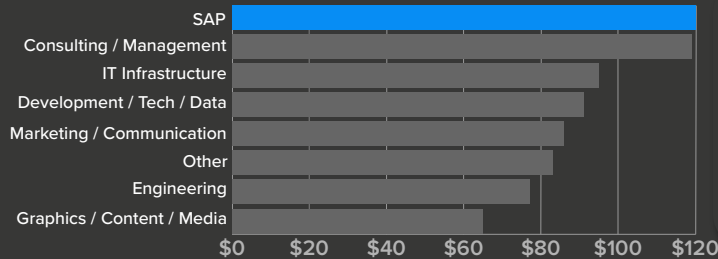
How We Can Help

Have you ever wondered how UK SAP freelancers compare internationally and against other sectors? Our friends at [freelancermap.com](https://freelancermap.com) have provided some interesting insights on the global contracting market.

**Spoiler alert ;)**

- SAP has the highest hourly rates of all skill sets
- 73% of all contractors accept a project because of the hourly rate
- In the global freelance market, contractors in the US and Europe get paid the most
- 91% of the freelancers think that the project market situation will stay the same or even get better

**Hourly rates by area of expertise**



**Remarkable**

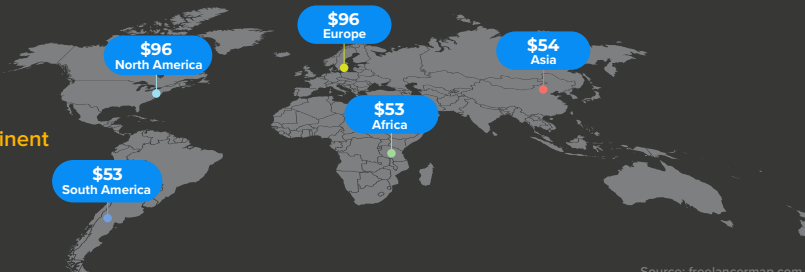
Freelancers working in the SAP field receive on average

**\$120**

The lowest hourly rates are paid in the Graphics / Content / Media field (\$65)

Source: freelancermap.com

**Hourly rate across all sectors by continent**



Source: freelancermap.com

Looking for your next SAP job?

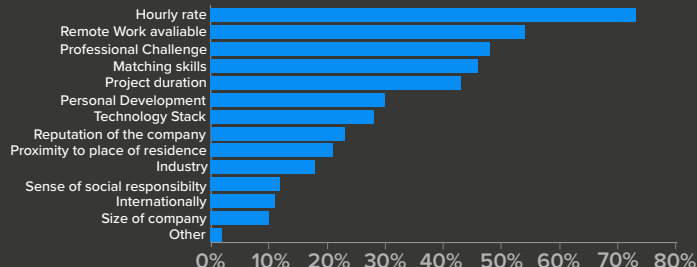
[Click here](#)

Looking to build an exceptional SAP team?

[Click here](#)

**Accepting a project**

Which factors influence your decision of accepting a project?



**Remarkable**

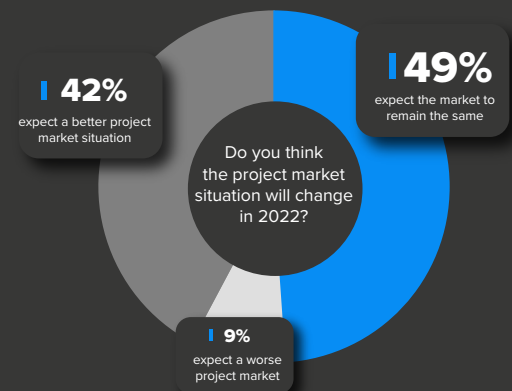
**73%**

of freelancers decide whether or not to accept a project based on the hourly rate

For 54% is important to be able to work remotely

Source: freelancermap.com

**Project market situation**



Do you think the project market situation will change in 2022?

Source: freelancermap.com



Previous



Next

- Overview
- SAP Industry News
- Spotlight on S/4HANA
- Q2 SAP Jobs & Hiring Activity
- SAP Salary & Day Rate Benchmarking

Global Contractor Outlook

Women in SAP

Spotlight on Ariba

Spotlight on IR35

How We Can Help



## Women in SAP

**Harriet Webster**  
Head of Perm Delivery

In July bluewaveSELECT's Harriet Webster was invited to speak about removing the gender bias from the SAP recruitment process at a Women in SAP event at Microsoft's Experience Centre, Oxford Street, London - hosted by UK and Ireland SAP User Group.

It is human nature to develop unconscious biases and to recruit in our own image but are we letting this limit our ability to recruit a world class team? Below are the key takeaways on how to address this (full details and further reading [here](#)).

### Key steps to remove unconscious bias from the SAP recruitment process

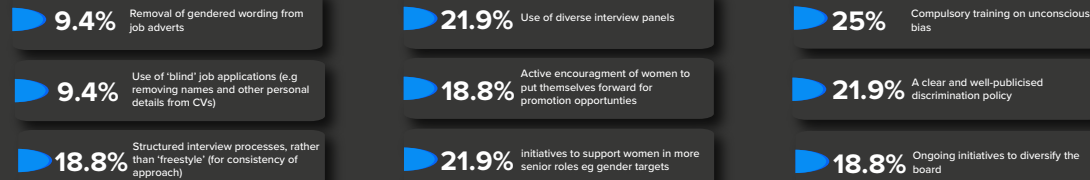
- Remove gendered wording from job adverts
- Introduce blind applications
- Change to a structured interview process
- Have a diverse interview panel
- Support women in to more senior roles
- Actively encourage women to progress
- Have a clear policy on discrimination & provide training on unconscious bias
- Ensure meritocracy rules

### Gendered wording

Masculine	Feminine
• Strong	• Support
• Lead	• Share
• Analysis	• Responsible
• Individual	• Understand
• Decision	• Together
• Driven	• Committed
• Competitive	• Interpersonal
• Expert	• Feel
• Objectives	• Collaborate
• Principles	• Connect

## 2

The second question we asked was 'if yes, **what measures are in place?**'

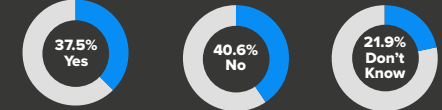


## 1

How does the **SAP community** measure up?

When we were approached to present at this event, we reached out to our SAP network and asked the simple question "**Does your current employer have any formal measures in place to remove gender bias from the recruitment process?**"

The results were **far from perfect**



More people answered no than yes, and a significant section answered 'don't know' meaning that if their organisations do have measures in place they aren't communicated clearly enough to be effective.

Respondents that answered yes, were generally able to select more than one positive measure (see **2**).

UKISUG highlights research from the Centre for Economics and Business Research in which it states that only 16% of UK IT professionals are women. As highlighted earlier, the percentage of women placed by bluewave in SAP roles in Q2 was 23% indicating that whilst the SAP community is far from perfect when it comes to equal representation of women but we are considerably ahead of the general IT sector and are getting better.

If you are a woman in SAP and would like to get involved with the group please get in touch with [julie.weir@sapusers.org](mailto:julie.weir@sapusers.org) for details.

### UKISUG Women in SAP

Activities and Resources:

- Webinars and seminars on important topics for women in tech and business
- "How I got here" stories from senior female leaders
- Small group online coaching and mentoring sessions
- Women only speaker training
- Virtual coffee sessions
- Women in SAP stream at UKISUG Connect
- Dedicated UKISUG Jam page, where members can connect and collaborate

Looking for your **next** job in **S/4HANA**?

Click [here](#) →

Looking to **build** an exceptional **S/4HANA** team?

Click [here](#) →

**Julie Wier**,  
Head of Community Development,  
UKISUG

**Emma Chambers**,  
Women in SAP SIG Chair

# Spotlight on SAP Ariba

All Sources: bluewaveSELECT

- Overview
- SAP Industry News
- Spotlight on S/4HANA
- Q2 SAP Jobs & Hiring Activity

SAP Salary & Day Rate Benchmarking

Global Contractor Outlook

Women in SAP

**Spotlight on Ariba**

Spotlight on IR35

How We Can Help



Let's take a dive into an analysis of what the **2022 SAP Ariba** Recruitment Market looks like.

SAP Users have renewed **trust in the market**, with paused projects being revisited alongside plenty of commitment from new clients wanting to bring their procurement processes into the cloud.

**Tyler Watts**  
Associate Director | SAP Ariba/Procurement

Over the past **3 years** (2020-2022) the demand for SAP Ariba skills has **increased**



The market was heavily client driven in 2020 due COVID-related redundancies and early finishing contracts leading to fewer job opportunities for Ariba professionals. Companies could far more easily recruit high demand skills or lower rates/salaries...

In 2021 there was a total reverse as the market bounced back from the recession and consultants looking for new jobs started to claw back some negotiating power - especially for "in-demand" SAP Ariba skills. And in 2022 we have seen salaries and rates continue to rise back to pre-pandemic levels – a consideration for companies who want to remain competitive in attracting the best consultants.



Demand for Ariba professionals has increased consistently and significantly since the first lockdown and shows no sign of slowing in Q4 and into 2023. **Upstream, supply chain collaboration and integration** are by far the hottest skills right now in this domain with over 100% growth in demand for **Contracts, SLP, SCC and CIG** - that's phenomenal!

Companies that hired great people at a cut price due to unfavourable candidate market conditions should be aware they may lose this talent unless they focus on retention. Ariba professionals can once again find their true value on other projects if they feel they are underpaid.

## EMEA Ariba Talent Market: Growth 2021 vs 2022



Looking to **build** exceptional **SAP Ariba** talent?

[Click here](#) →

Looking for your **next** job in **SAP**?

[Click here](#) →

The so called golden recruitment period for companies in 2020/21 saw many contractors with strong SAP Ariba project experience convert to a permanent position in a bid to tie down a long term position, secure a consistent income and, in the UK specifically, circumnavigate the complication of the new IR35 regulation changes. Particularly shrewd brands may also have exercised the strategy of low-balling on salaries... thus gaining exceptionally skilled experts for less than they would have needed to pay for them a year earlier.

The big risk in 2022 and beyond is that there exists a possibility that some of these consultants may have their heads turned by opportunities to move elsewhere for a higher paying role or an interesting day rate contract outside of IR35. As many as 1 in 3 of those indicated in a recent bluewave survey that they would be willing to listen to other offers if they felt it more closely matched their true market valuation.

- Overview
- SAP Industry News
- Spotlight on S/4HANA
- Q2 SAP Jobs & Hiring Activity



**Jonathan Hurren**  
Co-Founder | Director

**Public and Private sector IR35 Reform will be scrapped in April 2023.** In September, Chancellor of the Exchequer, Kwasi Kwarteng, announced that IR35 reforms which rolled into the public and private sectors in 2017 and 2021 respectively will no longer apply from April 2023. Instead, the original rules will return, and contractors will be responsible for assessing their own tax position, either off-payroll or as an employee.

The move has been welcomed by the SAP freelancer community although it may frustrate businesses having invested considerable time and money on determinations and compliance over the last 18 months.

As mentioned earlier, 67% of bluewave's Q2 SAP contract positions were determined to be Outside IR35, this number is roughly 75% over the course of the entire 18 months since the reforms were introduced which highlights the project nature of most SAP freelance engagements. That said, 25% of all contract roles being Inside IR35 is still a significant minority and can't be ignored.

The question remains on whether HMRC will accept a tax status reversal from Inside to Outside IR35 from contractors working assignments via an intermediary such as a personal services company after April 2023 at businesses that had previously determined its freelancer positions as Inside IR35.

Outside of SAP, a recent membership survey published by IPSE, a not-for-profit organisation representing 35,000 cross-industry freelance professionals, provided some interesting feedback from its members:

**43%** freelancers reported that they worked on contracts deemed Outside IR35

**31%** refused a contract because the client deemed the engagement to be Inside IR35

**20%** stopped working with clients after existing roles were deemed Inside IR35 after April '21

**14%** moved to permanent employment

To further illustrate the unappealing nature of Inside IR35 contracts to the majority of freelancers, in a LinkedIn survey of 600+ SAP contractors conducted by bluewave, **86%** said that they would leave an Inside IR35 assignment for an opportunity that was deemed Outside.

## Inside and struggling to hire?

Demand for quality SAP people has never been higher and if you are part of the significant minority of businesses trying to recruit contractors Inside IR35, we can help. With an educated, creative, approach Inside IR35 engagements can still attract the right calibre of SAP experts.

## How do you attract & retain PAYE SAP experts?

### In Summary:

- Consider offsetting the additional costs by offering rate increases or additional benefits to attract and retain top SAP talent.
- Work with a specialist recruiter who knows their market inside and out.
- Ensuring candidates do not mislead and are professionally challenged by recruiting experts on their true motivations.
- Highlight the key selling points of your programme which make contractors more marketable for future assignments.
- Offer a completion bonus at the end of the assignment.
- Work closely with your agency to educate contractors that they can keep their Ltd companies open in parallel with the PAYE assignment.
- As travel expenses cannot be offset under a PAYE arrangement, it's important to identify local talent or offer fully remote work.

## IR35 solutions

IR35 and the highly contentious reclassification of roles can cause significant risk and disruption for businesses that rely on contractors for SAP-enabled digital transformation initiatives and support. Where roles are deemed Inside IR35, CIOs are faced with potential resource shortages as contractors show willingness to leave existing roles in favour of Outside assignments.

## 'Outside' IR35?

Access the highest possible calibre of SAP professional

A cost-neutral solution for SAP customers to ensure full compliance whilst accessing the very best SAP experts in market.

[CLICK HERE FOR DETAILS](#)



## 'Inside' IR35?

Don't Worry, We Can Still Find SAP Experts

How do you attract & retain PAYE SAP experts? Take our specialist advice on strategies to engage with the right level SAP experts needed to deliver the business benefits of the huge investment in SAP.

[CLICK HERE FOR DETAILS](#)



## Navigate IR35

Transform your approach with our highly cost-effective SoW Model

The silver bullet for IR35 compliance. Through this IT Services SAP Consultancy model we can attract, secure and importantly retain the highly sort after expertise delivered through formal outcome based SoWs. Placing a firewall between the workforce and end-client this model entirely removes the potential risk of IR35.

[CLICK HERE FOR DETAILS](#)



Previous



Next

- Overview
- SAP Industry News
- Spotlight on S/4HANA
- Q2 SAP Jobs & Hiring Activity
- SAP Salary & Day Rate Benchmarking
- Global Contractor Outlook
- Women in SAP
- Spotlight on Ariba
- Spotlight on IR35

## How We Can Help

## bluewaveSELECT, your highest rated SAP Resource Partner

### SAP is in our DNA

20 years' dedicated focus on building high performing teams, we live and breathe SAP and provide the experts who drive the value out of SAP programmes all over the world.

### Exclusively SAP

#### Global Reach

## 4,000 SAP professionals placed

### Put us to the test

Everything we do is about challenging the status quo, we believe in thinking differently and we prove this by consistently delivering a world class, hands-free SAP resourcing service to clients and candidates alike. We also happen to be decent people and good fun to work with. You also believe in creativity and have ambitious plans to grow your SAP capability then we are the partner for you.

Average CV turnaround	CV: Interview	Interview: hire - contingent	Interview: hire - programme	Offer: hire	Retention

### Permanent Recruitment

We recruit great SAP people all over the world, that's it, nothing else. Because of this, we stay in regular contact with great candidates who are hidden to other, more generalist, recruitment businesses. This is particularly important with permanent recruitment as the best people in the market are rarely on the market.

[CLICK HERE FOR DETAILS](#)

### Contract Recruitment

Inside or Outside IR35, UK, Europe or worldwide, we are experts in delivering individual contractors or whole project teams to deliver state of the art SAP business transformation programmes.

[CLICK HERE FOR DETAILS](#)

### Partnership Recruitment

Partnership customers benefit from volume rate cards, reward schemes, a dedicated account delivery team, 24x7 support and much more.

[CLICK HERE FOR DETAILS](#)

### What our customers say

Google  
Reviews ★★★★★

Trustpilot  
★★★★★