

The **SAP** **Report** Q2 2025



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THE SAP REPORT Q2 2025

Welcome



Vincent Dunlop
Co-Founder / Director

Welcome to the Q2 2025 SAP Report

As we enter the final month of Q2 2025, we're pleased to share a positive outlook on the SAP market; Q1 2025 marked a significant milestone, recording **the highest number of new SAP job openings since the post-pandemic bounce back of Q3 2022** - clear evidence of renewed confidence and investment across the ecosystem.

SAP reported an impressive 27% increase in cloud revenue, reflecting both the continued shift to cloud-based solutions and the acceleration of digital transformation efforts across industries. In parallel, in-flight S/4HANA projects are at an all-time high, underlining the ongoing commitment (or forced necessity) of businesses to modernise their core systems.

This growth has emerged despite flat economic conditions which has led to notable revenue downgrades for many of the large, generalist recruitment firms.

So, we're delighted that **bluewaveSELECT has once again outperformed the market** and hit its Q1 performance and financial goals. These results reinforce the value, resilience and time-saving appeal for SAP customers working with agile, niche recruitment specialists - particularly those with a deep, exclusive focus on delivering best-in-class SAP talent solutions.



**Finally, we're excited to celebrate a major milestone:
May 2025 marks 10 years of bluewaveSELECT!**

To mark the occasion, the bluewave team hosted a charity SAP networking event in the shadow of Saint Paul's and spent the evening surrounded by the SAP talent, collaboration and energy that have played such a vital role in our journey. We're grateful for your continued support and partnership and hope you find this report insightful as you plan for the months ahead.

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Specialist SAP Reports and Guides

We've worked with some of the best in SAP to bring you these helpful guides and reports, to help you achieve your goals. So here they are, all in one place.

[Neurodiversity in SAP](#)

The latest stats on neurodiversity in the tech sector, why now is the right time for employers to improve their approach to neurodiversity and practical interventions employers can make to increase neurodiversity in the workforce.

[IR35 Guide](#)

Advice from Qdos to help hiring managers build an internal business case for engaging outside IR35 contractors.

[Women in SAP](#)

How the percentage of women in SAP has progressed over time, the impact of AI, practical interventions to get more applications from women, and key insights from UKISUG.

[SAP Contractor Survey Results](#)

UK & Ireland contractor survey results on how much contractors are paid, what drives them to accept or reject a role, and what makes them stick around for the duration of a project.

[Hiring Manager's Playbook](#)

Eighteen pages filled with useful, objective data on how to attract and retain great SAP contractors.









[SAP Licensing Guide](#)

Practical advice from Gaurish Dessai, Enterprise Solutions Architect, on how to navigate the complex world of SAP licensing.



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Free S/4HANA Advisory Sessions

-  [C-Suite Approved: How to Build a Winning Business Case for SAP S/4HANA](#)
with Roberta Watts, CIO
-  [Your Guide to SAP BTP & CPI: Essentials for ECC to S/4HANA Migration Success](#)
With Faraz Mohsin, SAP S/4 Lead & Thrinath Krishnamoorthy, CPI & BTP Architect
-  ['No Regret' Moves: How to Mitigate Risk with a Capability Assessment for Your ECC to S/4HANA Transition](#)
With Tim Smith, SAP S/4 Programme Lead
-  [Demystifying SAP Datasphere: Futureproof Your Business Analytics](#)
With Ali Bashir, Business Intelligence Solution Lead
-  [Why Integration is Critical to S/4HANA Success: The 5 Things SAP Leaders Need to Know](#)
With Kirit Mistry, Enterprise Architect
-  [5 Ways to Accelerate Business Growth Through Data in Your S/4HANA Upgrade](#)
With Floyd Sepanya, Data Design Lead
-  [The 5 Key Components of a Successful S/4HANA Implementation in Retail](#)
With Paul Drage, SAP Retail Programme Manager
-  [The 5 Biggest Challenges of an S/4HANA Implementation \(and How to Overcome Them\)](#)
With Paul Kelly, Chief Technical Architect



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Industry News



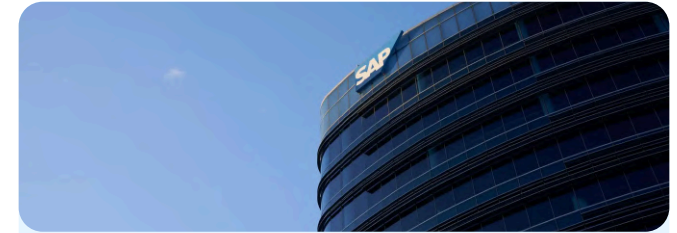
SAP Announces Q1 2025 Results

READ HERE



The Road to S/4HANA: How CIOs are Managing SAP ECC's End of Support

READ HERE



SAP Adoption Surges in Europe as Enterprises Embrace Cloud

READ HERE



Users Find RISE with SAP Service Levels Below Industry Standard

READ HERE



China-Linked APTs Breach 581 Critical Systems Worldwide

READ HERE



Seven Burning Questions about AI that SAP Should Address

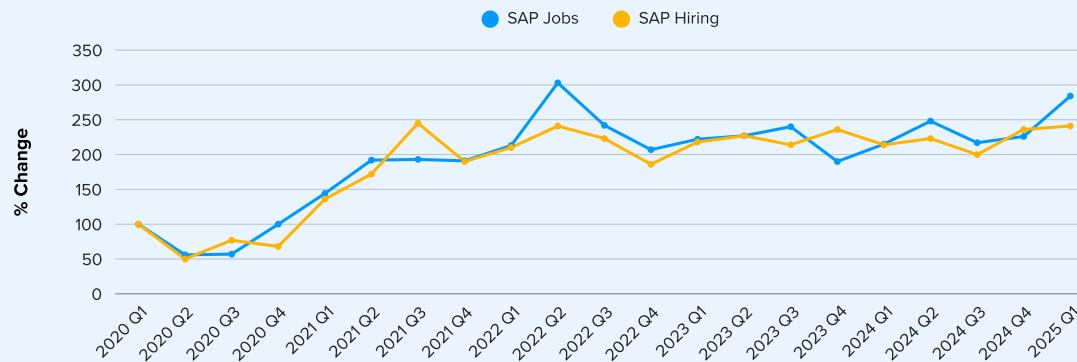
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SAP Jobs & Hiring Activity

SAP Jobs and Hiring Activity



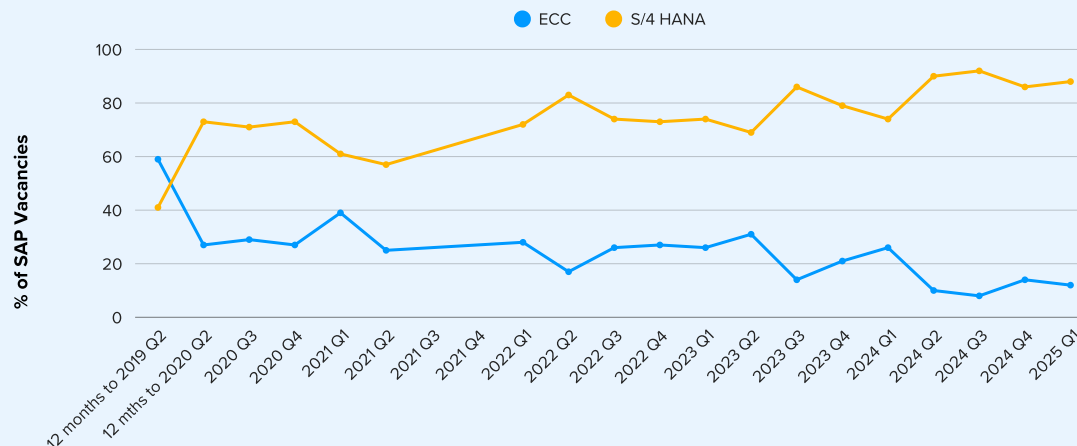
Q1 2025 saw the highest number of new SAP roles and hires since mid-2022, contrasting with a challenging quarter for large, generalist recruitment firms (incl. Hays, PageGroup, SThree, Randstad and Robert Half) that cite macroeconomic weakness as the reason for their drop in performance. This suggests SAP is more resilient to external factors than other tech markets.

Why is this? We believe there are 3 strategic, technological and market-driven factors:

- Accelerating digital transformation initiatives involving S/4HANA, driven by the ECC end-of-life support deadline
- Significant growth in cloud solutions
- A strategic move by SAP to integrate AI across all product offerings.

The consistently **high demand for SAP professionals over the past 12-18 months shows no signs of decreasing** as we near the latter half of 2025.

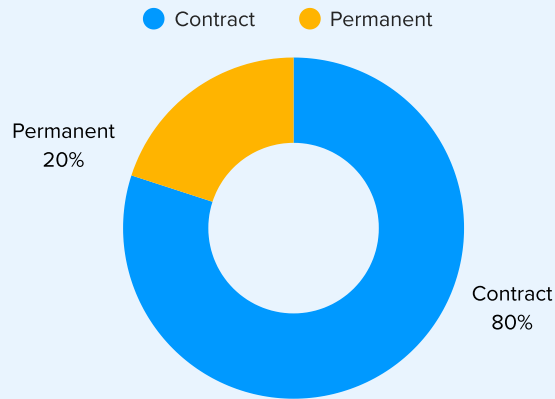
S/4HANA vs ECC



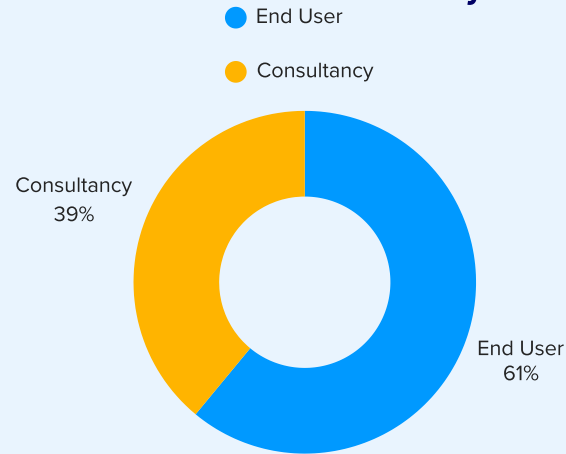
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SAP Jobs & Hiring Activity

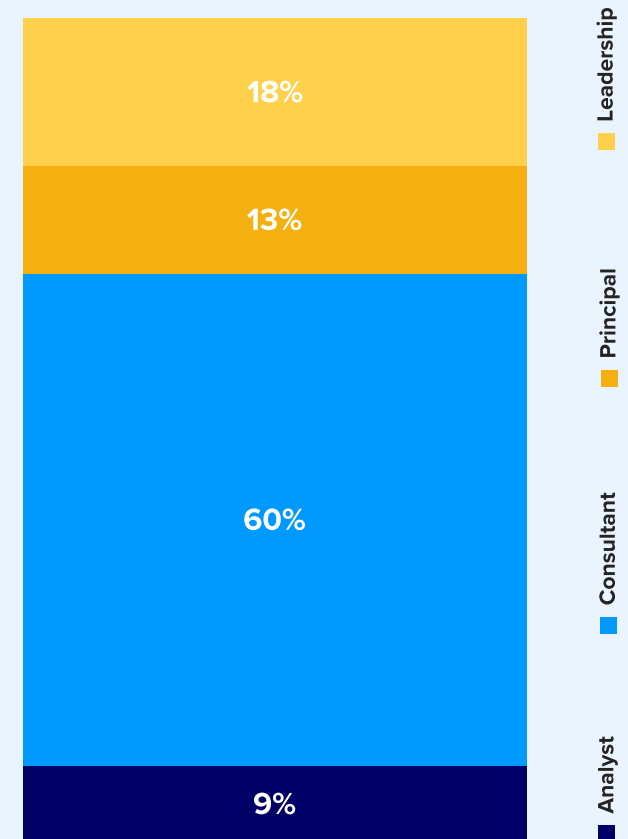
Permanent vs Contract Jobs



End user vs Consultancy



SAP Jobs by Seniority



Contract: Inside IR35 vs Outside IR35

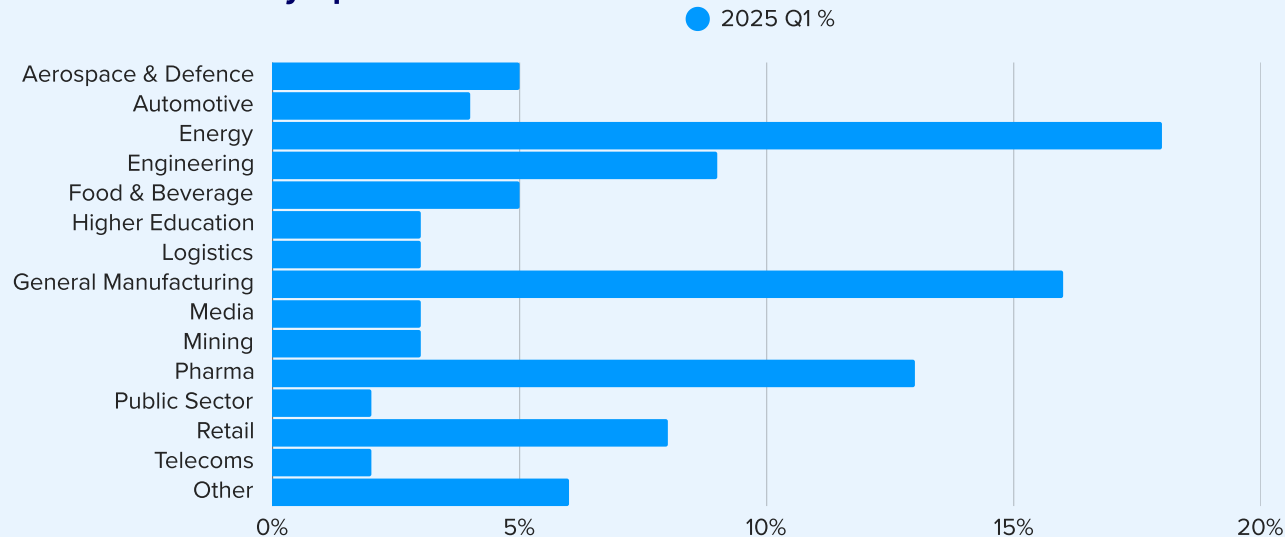


The project-driven nature of SAP programmes means **the vast majority of contract roles are outside IR35.**

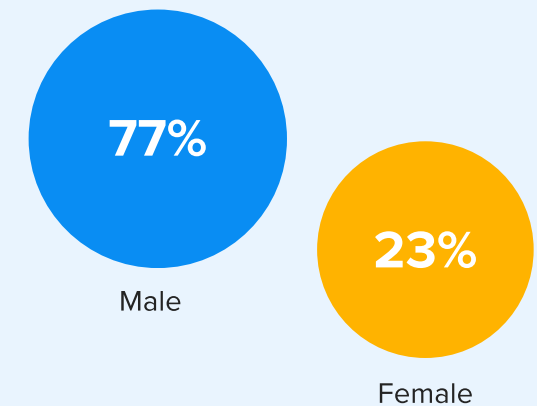
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SAP Jobs & Hiring Activity

End User Industry Split

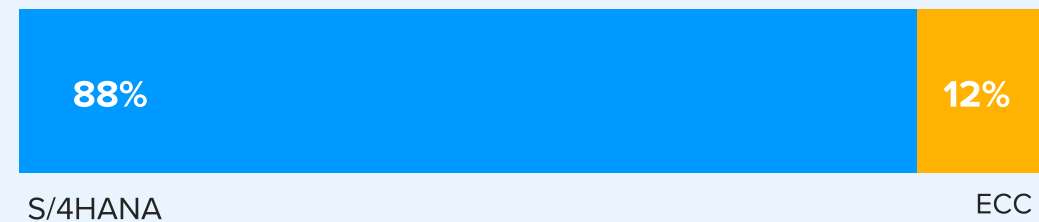


Women in SAP (Q1 Hires)



The energy, manufacturing and pharmaceutical industries accounted for nearly half of all end-user SAP hiring activity in Q1 (47%). This is because businesses in these sectors typically operate complex, global supply chains and are subject to stringent regulation and compliance standards - both of which necessitate a greater number of qualified resources.

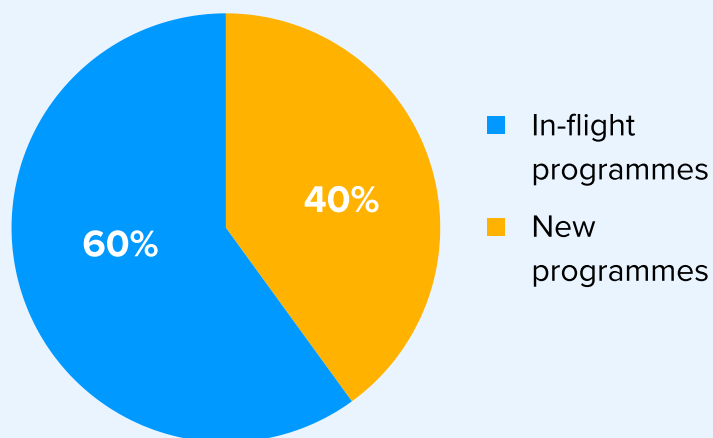
S/4HANA vs ECC



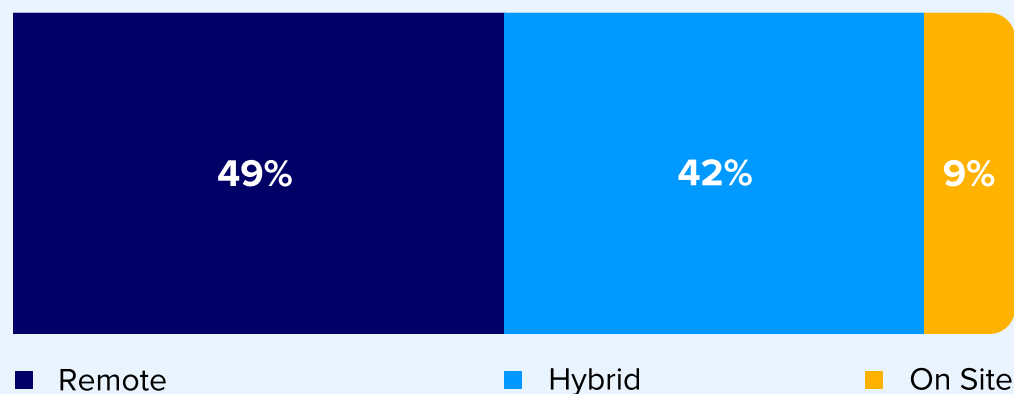
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SAP Jobs & Hiring Activity

Vacancy Flow



SAP Jobs by Working Model



According to Gartner, by the end of 2024, 39% of SAP's 35,000 ECC customers had purchased licenses to transition to S/4HANA, indicating a significant portion of customers had initiated their migration projects. And a survey by UK & Ireland SAP User Group revealed 60% of its 600 members had started S/4HANA programmes or were in the planning stages.



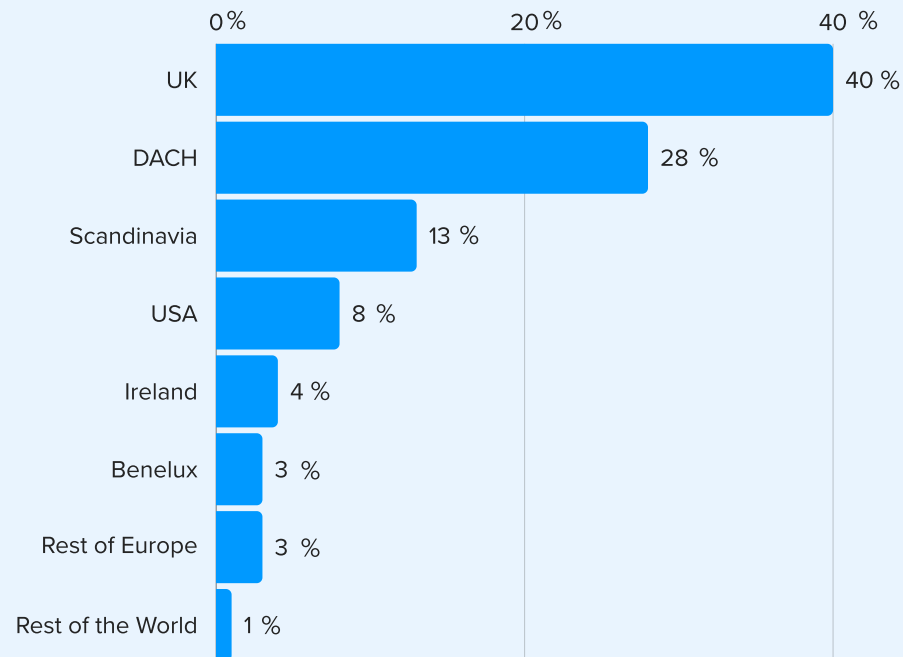
Flexible work arrangements characterised 91% of Q1 jobs.

This trend is driven by: **employee preference for flexibility** (SAP's internal polling found that 94% of staff wanted greater working flexibility); **the need for companies to attract and retain talent** by offering flexible work options; and **technological advancements** that have made remote collaboration more feasible and efficient.

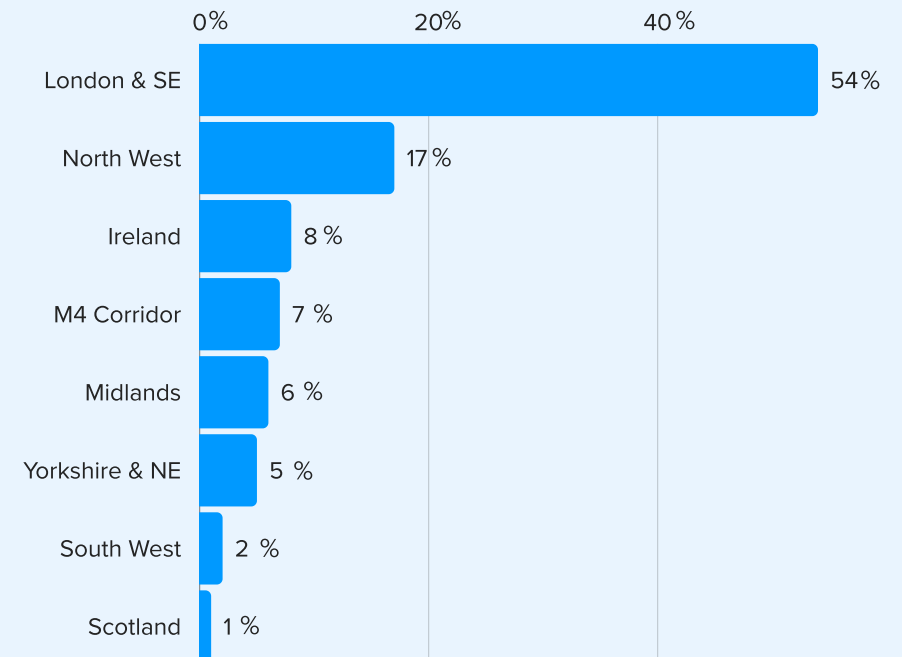
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SAP Jobs & Hiring Activity

Location Split - Global



Location Split - UK & Ireland



Why bluewaveSELECT's Global Reach Matters: **Projects are Global** | Large enterprises running SAP operate in multiple countries, requiring regionally compliant SAP expertise (e.g., local tax, language support); **Speed and Scalability** | SAP transformations require fast access to specialist resources, to scale teams rapidly, minimising delays; **Cost Optimisation** | Sourcing regional talent can lower delivery costs, while maintaining quality; **24/7 Coverage** | Global solutions (e.g., SAP CoE, shared services) require teams that operate across different time zones; **Single-Partner Simplicity** | Customers get a single point of contact with global delivery capability, reducing cost, complexity and time-to-hire.

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Top 5 In Demand SAP Skills in Q2 2025

1

PROJECT MANAGEMENT

40% of SAP vacancies in Q1 were driven by new SAP programmes. These required strong Project Management to coordinate diverse stakeholders, manage cross-functional teams (including 3rd party/SI teams), continually align with business objectives and ensure governance and control. With growing requirements from in-flight programmes, it's easy to see why good project management is in high demand.

16%

of Q1 SAP demand

2

BUSINESS PROCESS

SAP S/4HANA is designed for simplified and more integrated operations. To fully realise its benefits, existing business processes and old workflows need rethinking. This calls for people who understand both technology and process transformation. So, Business Process Owners/Global Process Owners, Process Improvement Leads and Digital Transformation Leads were in the highest demand in Q1.

14%

of Q1 SAP demand

3

FINANCE

Every big transformation touches finance and finance is the core of every business. That's why SAP Finance skills feature highly every quarter - you simply can't move to S/4HANA without involving good finance people. Real-time data analytics and reporting mean that SAP Finance Consultants can provide data-centric capabilities such as forecasting, profitability analysis and scenario modelling.

12%

of Q1 SAP demand

4

DATA

Data has moved from being backend, to a front-line business enabler - making SAP systems only as good as the data flowing through them. S/4HANA environments are built on complex data architectures which means good data skills are essential for any programme team. With the need for strong data governance, migration, quality, decision-making and AI integration for predictive analytics, demand is growing.

11%

of Q1 SAP demand

5

ARCHITECTURE

With the sheer number of S/4HANA programmes requiring a reimagining of the system landscape (alongside businesses no longer going wall-to-wall SAP), we welcome Architecture into the Top 5. There's a growing need for architectural knowledge to integrate & orchestrate an S/4HANA solution with non-SAP products, such as AWS, Azure and GCP, 3rd party apps (e.g. Salesforce, Teamcentre) and AI, IoT and RPA.

7%

of Q1 SAP demand

“Q1's top 5 in-demand SAP skills
accounted for 58% of all vacancies.”

SAP Salary Benchmarking

Are you paying the right amount for your permanent SAP resources?

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SAP Salary
Benchmarking



Job Role	Salary Range	
Leadership	Lower	Higher
Transformation	£150k ↔ 0%	£220k ↑ 10%
Programme	£110k ↑ 10%	£160k ↑ 6.7%
Project	£75k ↔ 0%	£105k ↑ 5%
PMO	£50k ↓ -9.1%	£75k ↔ 0%
BAU/Head of	£85k ↑ 6.3%	£125k ↔ 0%

Job Role	Salary Range	
Technical	Lower	Higher
Architect	£90k ↓ -2.2%	£125k ↔ 0%
BASIS	£65k ↔ 0%	£95k ↔ 0%
Security	£65k ↔ 0%	£90k ↔ 0%
ABAP	£55k ↑ 22.2%	£85k ↔ 0%
Integration	£80k ↑ 14.3%	£100k ↑ 5.3%
Data Manager	£75k ↓ -6.3%	£105k ↑ 5%
Data Lead	£80k ↔ 0%	£100k ↔ 0%
Data Consultant	£55k ↔ 0%	£85k ↔ 0%

Job Role	Salary Range	
Business	Lower	Higher
Process GPO	£85k ↔ 0%	£125k ↔ 0%
Process Lead	£80k ↔ 0%	£110k ↔ 0%
Process BA	£50k ↔ 0%	£80k ↔ 0%
Change Manager	£75k ↔ 0%	£100k ↑ 5.3%
Change Consultant	£60k ↔ 0%	£80k ↔ 0%
Training Manager	£70k ↓ -6.7%	£85k ↑ 5.9%
Training Lead	£60k ↓ -7.7%	£85k ↔ 0%
Training Delivery	£50k ↓ -9.1%	£70k ↔ 0%



Compared to prior quarter

Some skill areas feature a wide range of salary and day rates 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, regionality and industry weighting.

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SAP Salary Benchmarking

Are you paying the right amount for your permanent SAP resources?

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 SAP Salary
Benchmarking


Job Role	Salary Range	
Functional	Lower	Higher
Solution Architect	£90k ↓ -5.3%	£120k ↔ 0%
OtC Lead	£80k ↔ 0%	£100k ↔ 0%
OtC Consultant	£60k ↔ 0%	£85k ↑ 6.3%
RtR Lead	£90k ↑ 5.9%	£125k ↑ 4.2%
RtR Consultant	£70k ↔ 0%	£85k ↔ 0%
PtP Lead	£70k ↔ 0%	£95k ↔ 0%
PtP Consultant	£70k ↔ 0%	£90k ↔ 0%
Manufacturing Lead	£80k ↔ 0%	£95k ↔ 0%
Manufacturing Consultant	£70k ↔ 0%	£85k ↔ 0%
Warehousing/Logistics Lead	£80k ↔ 0%	£95k ↔ 0%
Warehousing/Logistics Consultant	£70k ↔ 0%	£85k ↔ 0%

Job Role	Salary Range	
Functional	Lower	Higher
SF Manager	£90k ↔ 0%	£115k ↔ 0%
SF Lead	£70k ↓ -6.7%	£115k ↑ 4.5%
SF Consultant	£55k ↔ 0%	£85k ↔ 0%
BI Manager	£75k ↔ 0%	£100k ↔ 0%
BI Lead	£65k ↔ 0%	£85k ↔ 0%
BI Consultant	£45k ↓ -10%	£80k ↔ 0%
Test Manager	£75k ↔ 0%	£95k ↔ 0%
Test Lead	£65k ↔ 0%	£75k ↔ 0%
Test Consultant	£45k ↓ -18.2%	£70k ↔ 0%



Compared to prior quarter

SAP Day Rate Benchmarking

Are you paying the right amount for your contract SAP resources?

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SAP Contract
Benchmarking



Job Role	Contract Benchmark	
	Lower	Higher
Transformation	£1,500 ↔ 0%	£2,500 ↔ 0%
Programme	£800 ↔ 0%	£1,000 ↔ 0%
Project	£600 ↔ 0%	£850 ↑ 6.3%
PMO	£400 ↔ 0%	£600 ↓ -7.7%
BAU/Head of	£550 ↓ -8.3%	£800 ↔ 0%

Job Role	Contract Benchmark	
	Lower	Higher
Architect	£900 ↑ 12.5%	£1,200 ↑ 9.1%
BASIS	£500 ↑ 11.1%	£600 ↔ 0%
Security	£550 ↔ 0%	£750 ↔ 0%
ABAP	£400 ↓ -11.1%	£600 ↔ 0%
Integration	£600 ↓ -7.7%	£850 ↑ 6.3%
Data Manager	£800 ↔ 0%	£900 ↔ 0%
Data Lead	£650 ↔ 0%	£750 ↔ 0%
Data Consultant	£450 ↔ 0%	£550 ↔ 0%

Job Role	Contract Benchmark	
	Lower	Higher
Process GPO	£650 ↓ -7.1%	£900 ↔ 0%
Process Lead	£500 ↔ 0%	£650 ↓ -7.1%
Process BA	£350 ↔ 0%	£500 ↓ -9.1%
Change Manager	£600 ↔ 0%	£800 ↔ 0%
Change Consultant	£500 ↔ 0%	£600 ↔ 0%
Training Manager	£600 ↔ 0%	£700 ↔ 0%
Training Lead	£550 ↔ 0%	£650 ↔ 0%
Training Delivery	£400 ↔ 0%	£500 ↔ 0%



Compared to prior quarter

Some skill areas feature a wide range of salary and day rates 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; regionality and industry weighting.

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SAP Day Rate Benchmarking

Are you paying the right amount for your contract SAP resources?

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SAP Contract
Benchmarking



Job Role	Contract Benchmark	
Functional	Lower	Higher
Solution Architect	£1000 ↑ 11.1%	£1,500 ↑ 25%
OtC Lead	£600 ↔ 0%	£700 ↔ 0%
OtC Consultant	£475 ↓ -5%	£600 ↔ 0%
RtR Lead	£650 ↔ 0%	£800 ↔ 0%
RtR Consultant	£500 ↔ 0%	£650 ↔ 0%
PtP Lead	£650 ↑ 8.3%	£750 ↔ 0%
PtP Consultant	£550 ↔ 0%	£650 ↔ 0%
Manufacturing Lead	£700 ↔ 0%	£800 ↓ -5.9%
Manufacturing Consultant	£550 ↔ 0%	£750 ↔ 0%
Warehousing/Logistics Lead	£650 ↓ -7.1%	£900 ↔ 0%
Warehousing/Logistics Consultant	£500 ↔ 0%	£650 ↓ -7.1%

Job Role	Contract Benchmark	
Functional	Lower	Higher
SF Manager	£700 ↔ 0%	£800 ↔ 0%
SF Lead	£600 ↔ 0%	£750 ↔ 0%
SF Consultant	£500 ↔ 0%	£600 ↔ 0%
BI Manager	£700 ↔ 0%	£800 ↔ 0%
BI Lead	£600 ↔ 0%	£750 ↔ 0%
BI Consultant	£550 ↔ 0%	£650 ↔ 0%
Test Manager	£600 ↔ 0%	£800 ↑ 6.7%
Test Lead	£450 ↔ 0%	£600 ↔ 0%
Test Consultant	£350 ↔ 0%	£450 ↔ 0%



Compared to prior quarter

European SAP Contractor Pay Rates

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SAP European
Benchmarking

Understanding regional pay expectations across Europe has become increasingly important for organisations hiring independent SAP contractors. In response to customer feedback, **we've expanded our traditional UK day rate overview to include a comparison of pay rates across key European markets**, providing valuable insight for Hiring Managers, Procurement Teams, and Project Leaders seeking to benchmark and budget effectively.

We have showcased SAP Finance pay rates specifically, as FI/CO are the most common modules (and every SAP project touches the finance area). Broadly speaking, the same regional percentage variations for finance pay rates can be applied across all SAP disciplines.

SAP Finance Consultant Day Rates in Europe (2025)



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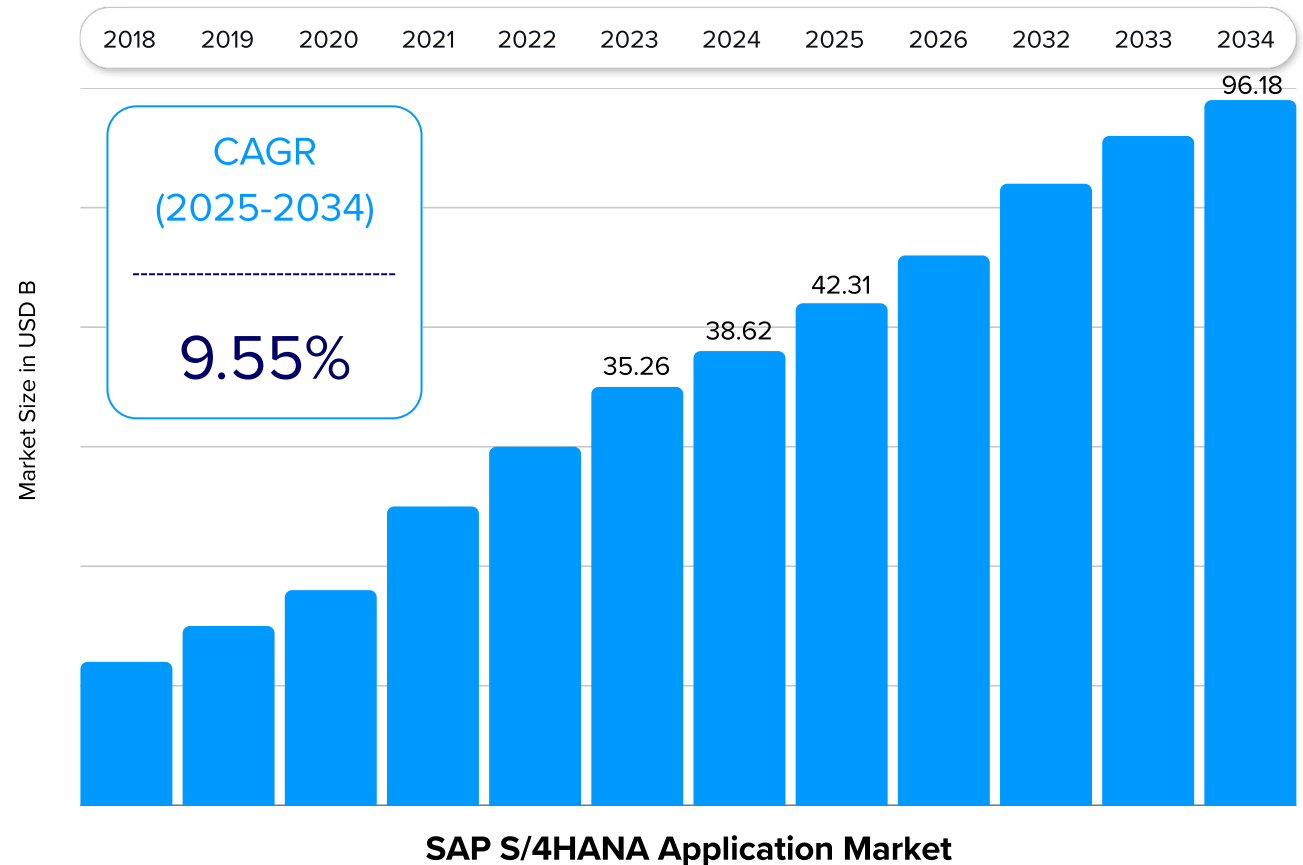
S/4HANA Adoption

Current Deployment Levels

A recent SAPInsider survey showed that 31% of member organisations had already transitioned to S/4HANA, 26% are in active implementation and 21% remain in the evaluation stage.

41% plan to move before the 2027 SAP ECC end-of-support deadline, however, 18% of these businesses say they will not finish by 2027.

Globally, the S/4HANA market is projected to grow from \$42.31B in 2025 to \$96.18B by 2034, reflecting a compound annual growth rate (CAGR) of 9.55%.





S/4HANA Adoption

Adoption Rates and Key Drivers for SAP S/4HANA by Industry

Industry	Adoption Rate	Key Drivers
Manufacturing	40% (UK)	Supply chain optimisation, real-time analytics, AI integration
Retail	30% (UK)	Omnichannel inventory management, customer experience enhancement
Banking & Financial Services	Moderate	Risk management, regulatory compliance, financial reporting
Healthcare	Emerging	Patient care improvement, regulatory compliance, process integration
Utilities	Growing	Operational efficiency, asset management, sustainability reporting
Public Sector	10% (UK)	Legacy system challenges, budget constraints
Technology & Telecom	Moderate	Customer relationship management, real-time analytics

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S/4HANA Adoption

Adoption by Company Size

No. of Employees	% of S/4HANA Customers
Small (<50 employees)	22%
Medium (50-1,000 employees)	41%
Large (>1,000 employees)	37%

Revenue Range	% of S/4HANA Customers
Small (<\$50M)	38%
Medium (\$50-\$1B)	20%
Large (>\$1B)	42%

Adoption by Region

- **UK** manufacturing and retail lead S/4HANA adoption due to digital transformation and real-time data.
- In the **USA**, manufacturing, healthcare, pharmaceuticals and consumer packaged goods are key adopters, seeking streamlined production, optimised processes and enhanced customer experience.
- **APAC**'s S/4HANA adoption is growing rapidly (10.2% projected growth by Q2 2025), with Greenfield deployments common in manufacturing, healthcare, and energy.

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S/4HANA Growth

Deployment Models & Preferences

Below are the detailed S/4HANA deployment options available to meet various business requirements:

On-Premise

Ideal for large, regulated enterprises needing full IT control, customisation and integration (e.g., defence, banking, manufacturing, public sector).

Cloud Options

Public Cloud: SAP-managed multi-tenant environment for rapid, scalable, simple deployment with lower upfront costs.

Private Cloud: Ideal for organisations wanting cloud benefits but with more control and flexibility than public cloud allows

Hybrid Models: Combines on-premise and cloud solutions, allowing businesses to balance control and flexibility.

On the next page, you'll find a comparison table outlining the key differences between **SAP S/4HANA On-Premise** and **Cloud** (both Private and Public options where relevant).



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S/4HANA Growth

Deployment Models & Preferences

Category	On-Premise	Cloud (Private Edition)	Cloud (Public Edition)
Deployment Location	Customer's data centre	SAP-managed private cloud	SAP-managed public cloud
Control Over System	Full control (customisation, updates, infra)	Moderate (limited infra control)	Minimal (standardised environment)
Customisation	Extensive customisations possible	Moderate customisation allowed	Highly limited customisation
Upgrades	Customer controls upgrade schedule	SAP recommends upgrades, but some flexibility	Automatic, frequent upgrades by SAP
Cost Model	Capital Expenditure (CapEx)	Operational Expenditure (OpEx)	Operational Expenditure (OpEx)
Infrastructure Needs	Customer must procure and maintain	SAP provides and manages	SAP provides and manages
Implementation Speed	Longer (due to setup and config)	Faster than on-premise	Fastest
Security & Compliance	High control, good for strict compliance needs	Strong, but dependent on SAP's policies	Strong, but less customer control
Performance	Depends on customer infrastructure	Optimised by SAP	Optimised by SAP
Innovation Adoption	Slower (manual adoption)	Faster (cloud features accessible)	Fastest access to new features
Integration Flexibility	High (ideal for legacy/3rd party systems)	Moderate	Limited (designed for standard integrations)
Use Cases	Heavily customised, regulated industries	Hybrid needs, moderate customisation	Standard business processes, rapid scaling

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Risk Mitigation Checklist

Implementing SAP S/4HANA presents technical, strategic and organisational challenges. This nine-point **Risk Mitigation Checklist** helps anticipate and reduce major project risks.

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as PDF](#)

1

PROJECT PLANNING & GOVERNANCE

- Define clear business goals and KPIs for the implementation.
- Choose correct deployment model (on-premise, private or public cloud) early.
- Establish a strong project governance structure (PMO, steering committee).
- Secure executive sponsorship and business buy-in.
- Include change control and escalation procedures in your governance model.

2

SCOPE & REQUIREMENTS MANAGEMENT

- Clearly define and freeze project scope early in the lifecycle.
- Avoid scope creep by enforcing a change request process.
- Prioritise high-impact business processes and modules.
- Identify "must-have" vs "nice-to-have" features to manage complexity.

3

TECHNICAL PREPARATION & INFRASTRUCTURE

- Conduct a readiness assessment (including sizing and landscape planning).
- Upgrade/prepare infrastructure (servers, network, cloud subscriptions).
- Evaluate & refactor existing custom code using SAP's Custom Code Analyser.
- Plan for system performance and load testing before go-live.

4

DATA MIGRATION & QUALITY

- Perform early data cleansing and validation.
- Use SAP tools (e.g., SAP Data Services, Migration Cockpit) for data migration.
- Establish a master data governance (MDG) framework.
- Test data migration in phases to avoid full rollback risks.

5

CHANGE MANAGEMENT & TRAINING

- Conduct an impact analysis to identify affected teams and roles.
- Develop and execute a structured change management plan.
- Provide hands-on training for SAP Fiori and redesigned processes.
- Identify and prepare super-users or change champions.

CONTINUES ON NEXT PAGE 

Risk Mitigation Checklist

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as PDF

6

TESTING & VALIDATION

- Perform end-to-end integration testing with all upstream/downstream systems.
- Include negative test cases and performance/load testing.
- Involve business users in user acceptance testing (UAT).
- Maintain a robust defect tracking and resolution process.

7

CUTOVER PLANNING & GO-LIVE

- Create a detailed cutover checklist with clear task ownership.
- Perform a dry run (mock go-live) to identify bottlenecks.
- Set up rollback procedures and contingency plans.
- Ensure helpdesk and hypercare support are ready post go-live.

8

SECURITY, COMPLIANCE & AUDIT READINESS

- Implement role-based access controls aligned with business processes.
- Review SOD (segregation of duties) risks with GRC tools.
- Ensure audit trails, logging, and compliance reporting are configured.
- Test data privacy and compliance scenarios (e.g., GDPR, SOX, HIPAA).

9

RESOURCE & VENDOR MANAGEMENT

- Vet system integrators/consultants for S/4HANA-specific experience.
- Align internal resources and SMEs with critical project phases.
- Monitor vendor SLAs and hold regular check-ins.
- Use a blended team model for knowledge transfer and long-term support.



While cost vs business benefit remains the primary inhibitor, S/4HANA adoption is maturing in 2025. Most businesses we partner with are 'S/4HANA-active', favouring hybrid cloud deployments, particularly private cloud for its control and scalability.

THE SAP REPORT Q2 2025

How to Recruit Security Cleared SAP Professionals

bluewaveSELECT supports several organisations that require teams of security-cleared SAP people, this is how we have helped one aerospace and defence customer:

40+SAP professionals
placed**93%**vacancy
fill ratio**6 wks**to fill all
critical roles

THE CHALLENGE

- This aerospace and defence organisation's **existing suppliers could not source the volume or calibre** of specialist SAP professionals needed to deliver their S/4 programme.
- The transformation was running behind schedule with a **number of backlogged vacancies** halting production.
- Resources were required in **challenging locations** and **all candidates needed existing security clearance**.

THE SOLUTION

- bluewaveSELECT were **brought in as an escalation point** with programmes behind schedule.
- Through bluewave's **accurate screening process**, they quickly provided an **accurate shortlist** of SAP professionals motivated to join the project for each open vacancy.
- bluewave continued to supply resources for the remainder of the programme on an exclusive basis, **significantly reducing the cost of hiring**.

THE RESULTS

- ✓ 100% of the backlogged vacancies (which had been halting production) filled within 6 weeks.
- ✓ 40+ SAP professionals placed across remote areas of the UK and the Middle East.
- ✓ All successful hires were high performing SAP leaders and SMEs who either had or were eligible for security clearance.
- ✓ The resources supplied by bluewave had a critical impact on their ability to run multiple, concurrent SAP-enabled business transformation programmes.
- ✓ bluewave was the #1 performing specialist SAP supplier for this transformation programme with a success ratio of 93%.

THE SAP REPORT Q2 2025

UKISUG Update



Julie Weir

Head of Community
Development at UKISUG

Get to Know UKISUG – Your Independent SAP Community

The UK & Ireland SAP User Group (UKISUG) is the independent voice for SAP users across the UK and Ireland.

We help SAP customers reduce costs and maximise their return on investment by providing access to our independent community of over 4,000 SAP professionals, delivering unparalleled education, resources and advocacy.

Whether you're new to SAP or a seasoned expert, UKISUG helps you stay informed, upskilled and connected.

What Our Members Say



It's a great forum to see real-life users dealing with real-life requirements and a great place to share experiences both for help and support.

Chris Bell

Business Relationship Manager, Allwyn UK



The UKISUG is one of the best sites you can find yourself looking into when it comes to SAP-related events and news updates, as an independent website you can ensure that there will be no BIAS information and can expect opinions and views from all angles when it comes to SAP and updates relating to it.

Rida Loudii

Business Analyst Apprentice, Associated British Ports



UKISUG allows me to absorb SAP roadmap and solution information regularly and consistently in a way that works better for me than any method I have seen independently provided by SAP and their partners. UKISUG brings us all together - SAP, SAP Partners and us (their customers).

Justin Coldwell

IT ERP Analyst, Martin Baker

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UKISUG Update



Exclusive Member Benefit – SAP Learning Hub

As a UKISUG member, you have access to an exclusive discount on SAP Learning Hub – SAP’s official learning platform. With flexible, self-paced digital training and certification resources across SAP solutions, this is an ideal way to develop skills and advance your SAP career.

Access discount

Supporting Our Communities – Spotlight on Women in SAP

At UKISUG, building a supportive, inclusive environment is at the heart of what we do. Our communities bring people together around shared interests, challenges and experiences – from technology specialisms to diversity and inclusion.

One of our most active and important communities is Women in SAP. This group exists to celebrate and empower women working across the SAP ecosystem, offering a space for open conversation, mentorship and peer support. It’s not just for women – it’s for anyone who believes in creating a more balanced and equitable tech industry.

What’s Next?

Women in SAP Flagship Day

London, 16 July 2025

Breaking barriers and building bridges. We’re always looking for new ideas and voices. If you’d like to be involved – as a speaker, mentor or participant – we’d love to hear from you.

BTP Symposium

Dublin, 26 June 2025

Explore the Business Technology Platform with SAP specialists and customers in an engaging, in-person event. A must-attend for those navigating digital transformation with SAP.

AI Symposium

Manchester, 8 July 2025

Discover how AI is shaping the SAP landscape. Expect practical insights, real-world use cases and plenty of peer networking.

We know representation matters. That’s why we’re committed to improving speaker diversity at events, encouraging more women to present and providing platforms where a wider range of voices can be heard.

Get in Touch

If you’d like to find out more about UKISUG and access anything mentioned, get in touch with Julie.weir@sapusers.org

The SAP Report is brought to you by **bluewave**^{SELECT} - your specialist S/4HANA recruitment partner

GLOBAL CONTRACT, PERMANENT AND EXECUTIVE SAP RECRUITMENT

Get quality, not quantity

You'll never be sent candidates who aren't going to fit.

Partner with a proven SAP expert

Your vacancies will be handled by like-minded and highly experienced SAP enthusiasts.

Fully compliant solution

100% mitigation of risk - when it comes to contractors, we'll take care of everything. IR35, HR, payroll, tax liability - the whole lot.

Get access to the best in SAP

Our team have strong, long-term relationships with the best in the industry.

A long term partner

Our leadership team have been working in the SAP ecosystem for well over 20 years - we're not going anywhere.

Global reach

We operate in over 150 countries, so we can deliver SAP people to every corner of your programme.



**99% of roles
filled first time**



**Highest rated
on Trustpilot**



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focused**



**A force for
good**



**6,000+ SAP
professionals
placed**

Email Vincent Dunlop (vin@bluewaveselect.com) to unlock access to the best SAP people.