
Job Title: Business Systems Analyst - SAP Finance
Employment Status: Permanent Full-Time
Reference Code: 3817
Closing Date: July 17, 2025
Location: Midhurst, Ontario



Position Summary

The Business Systems Analyst (SAP Finance) is responsible for the ongoing support, optimization, and continuous improvement of the SAP system, financial processes, integrated systems, and financial reports/dashboards. This position ensures the effective design, configuration, and implementation of SAP FICO and integrations with PM, MM, RE and HCM modules and Salesforce to meet complex business requirements and align with the Corporation's strategic objectives.

As a subject matter expert in systems analysis and design, this role facilitates comprehensive fact-finding and collaboration sessions to ensure that business needs are thoroughly understood and that technical solutions are properly specified and aligned with operational requirements. The position serves as a primary liaison between business clients and IT technical staff, fostering communication, addressing operational issues, and ensuring successful integration of financial systems with SAP.

This role includes leading and managing major systems projects, providing project management expertise from inception to delivery. Responsibilities involve defining scope, assigning resources, and scheduling deliverables, while also addressing change management, risk mitigation, and stakeholder engagement to ensure smooth transitions to new systems or processes. The incumbent will actively contribute to the Corporation's goals by driving innovation, supporting strategic initiatives, and maintaining the integrity and performance of the SAP system.

Through proactive problem-solving and functional expertise, the Business Systems Analyst (SAP Finance) acts as a subject matter expert, delivering guidance to Super Users, IT staff, and other stakeholders. This position is integral to promoting efficiency, enabling data-driven decision-making, and ensuring the SAP system remains a robust foundation for the Corporation's financial operations and future growth.

Position Requirements

- Five (5) years progressive experience in an information technology related field with at least three (3) years in a Technical Business Analyst / Project Management role.
- Minimum 3 years of SAP FICO functional and implementation experience with SAP ECC 6.0 and/or SAP S/4HANA
- Extensive background in Microsoft (MS) applications and database environment is essential; experience with SAP, SAP FICO, Asset Management Systems, Financial Forecasting/Budgeting Systems, MS Project, MS Planner, ESRI, Salesforce, SharePoint and similar Enterprise Systems preferred.

- Formal training in Project management, and Project Management experience with PMP or ACP accreditation preferred.
- Experience working in a large, complex technical environment with a wide range of business processes.
- Experience with working with testing automation tools or Robotic Process Automation (RPA) tools would be considered an asset (Worksoft or similar tool)
- Experience in Data Analytics and Business Intelligence environments; experience with Microsoft SSRS, SSAS, Power BI, PowerPivot, Power Query, Power Platform preferred or similar Data Analytic / Business Intelligence (BI) toolset (i.e. Tableau, Qlik, etc.)
- Canadian Municipal experience would be an asset.
- A university degree in Computer Science, Information Technology, Accounting or Business Administration or an equivalent combination of education and experience. This job may be considered for educational equivalency in accordance with County Policy.
- SAP Certifications from an accredited association, organization and/or institution are a benefit
- SAP S/4 HANA FICO certification would be considered an asset
- Relevant certifications (e.g., Project Management Professional (PMP), Agile Certified Practitioner (ACP), Certified Business Analysis Certification) preferred.
- Thorough knowledge of systems analysis methodologies including techniques to facilitate stakeholder participation, gather process and data specifications, document results, design solutions, and communicate findings.
- Understanding of software applications, databases, and communications technology, with the ability to translate business specifications into appropriate technology components.
- Problem solving and critical thinking skills to diagnose problems and determine steps necessary to achieve an effective solution.
- Leadership skills required to manage multiple projects and lead / facilitate cross-departmental project teams.
- Ability to communicate effectively to users with varying levels of computer understanding. Ability to translate complicated technical language into layperson terms.
- Ability to work effectively with constant interruptions; ability to work simultaneously on several projects independently and to use good judgment in determining priorities.
- Exceptional business analysis, verbal and written communication and interpersonal skills with an emphasis on customer service and ability to work with a diverse group of stakeholders and senior level management
- Excellent technical writing skills required to document systems procedures and prepare reports.
- Valid G class driver's license and access to reliable vehicle.
- Criminal records check that is less than 6 months old at time of hire.

Compensation

\$103,356.00 - \$125,762.00 per annum

To Apply

View the job description in its entirety and submit your application online at
<https://simcoe.hua.hrsmart.com/hr/ats/Posting/view/3816>