Surname Name	Gossis Kosmas		42 Thessalonikis str Athens 16673 Greece
		a	+306974336792 (Mobile)
		E-mail id	kgossis@gmail.com

Profile Kosmas Gossis is an experienced SAP and certified QW BCP&BCG consultant as well as a Senior Developer with excellent communication skills. He has a technical and business background that includes various experiences in system design, coding and implementation of SAP, especially in the field of Sales and Distribution and Human Resources. Finally, his analytical way of thinking and problem solving developed during his Ph.D. studies allow him to act efficiently and meet deadlines even under pressure.

Employed with SAP Greece and SAP Cyprus since 1998 he has played integral roles on large implementations as well as small and medium projects. He is an effective problem solver and doer offering proven business and IT technical solution skills. He is skilful in designing, and implementing large enterprise applications for B2B projects using XI. Part of the development team for more than 10 international projects that invoice the roll out of templates.

Kosmas has currently been programming in ABAP. His skills include Interfaces, SLT, Reporting, ABAP OO and Dialog Programming, SAP Script, Smart Forms, Interactive forms(PDF), Batch Input and Data Dictionary within the major modules primarily HR and SD, MM, PP, GTS and APO ranging from SAP versions 3.0 to 6.0. In addition, he has over 19 years of industry experience in the area of information systems and management.

Specific Skills

- □ SLT for S4HANA migration
- CDS and HANA code optimization
- Managing near shore and off shore teams (Budapest and Bangalore)
- □ Translating functional requirements to technical specifications
- □ Fiori backend development
- □ In depth knowledge of SD/MM and HR processes
- Proficient in documenting business requirements, performing application design activities like writing functional designs & technical designs, post implementation support, test, and deploy activities.
- □ IDOCS configuration and reporting
- Creation of mapping documents
- Global roll outs
- BW user exits
- REST APIs
- □ EDI in Logistics (SD&MM&PP) and HR
- □ SLO exposure (ABAP conversions)
- SAP XI expertise is supported by strong technical expertise in ABAP.

- □ LTE migration (ABAP coding for complex rules, not just mapping, for master and transaction data in logistics modules SD, MM, PP and FI/CO)
- MWB for the carve out on Nokia and Nokia Siemens Networks (Master data in SD, MM, PP)
- XI design and development
- OO and dialog development
- □ Web Dynpro development and debugging
- Enhancements of custom and standard Web Dynpro programs
- Enhancement package patching (upgrade)
- Debugging and problem solving
- Advanced HR Technical Skills and HR Programming.
- OM & PA customising
- Time and Payroll schema enhancements
- Classical and Interactive Reporting in ABAP using ALV Reporting Tool.
- □ ABAP Objects programming using EnjoySAP controls.
- □ Data migration in HR (OM & PD)
- Dialog Programming (Transaction Development).
- Data analysis & migration using BDC Inbound / Outbound.
- Data Transfer using LSMW.
- Solution provider for the archiving and authorization team
- Code review
- Interactive (PDF) forms development (digital signature)
- □ Evaluation of work estimates for developments and coordination of offshore teams
- □ APO development
- GTS development
- □ Form Design with SAP Script and SmartForms.
- OSS Notes

Key Experience

Contractor	Danone – France
(08/22 – present)	Major Module: SLT

- SLT setup
- Adding complex ABAP filters for real time replication to CFIN(S/4 HANA) from ECC
- Optimizing and achieving parallel data replication to CFIN(S/4 HANA) from ECC
 - □ SLT parametrization & MWB code filters
 - Monitoring and trouble shooting

Contractor Deutsche Telekom – Germany

(08/22 – present)	Major Module: ABAP CS,Telecom
	 Code review of technical upgrade WRICEFs ABAP OO ABAP code optimizing for S4 CDS/IDOC/DDIC/RFC developments
Contractor (03/21 – present)	Ahold/Delhaize – Netherlands/Belgium/Greece Major Module: ABAP S4, Retail
	 ECC to S4 upgrade Code review of technical upgrade WRICEFs ABAP OO Adobe forms development ABAP code optimizing for S4 CDS/IDOC/DDIC/RFC developments Fiori backend development
Contractor (10/21 – present)	DSM – Netherlands Major Module: SLT S4, Central Finance
	 SLT setup Adding complex ABAP filters for real time replication to CFIN(S/4 HANA) from ECC Optimizing and achieving parallel data replication to CFIN(S/4 HANA) from ECC SLT parametrization & MWB code filters ABAP OO Monitoring and trouble shooting of failed documents using configured AIF interface
Contractor (06/21 – 09/21)	MERCK – Germany Major Module: HR S4, ALE Interfacing
	 ALE interfaces in HR User exits and enhancements ABAP OO EC to S/HANA (BIB) interface configuration
Contractor (01/21 – 9/21)	FAURECIA – Germany Major Module: SLT S4
	 S/4 HANA migration design Migrate ECC6 to S/4 HANA and Palantir Software for Data Analytics Data mapping and cleansing Generation of SLT and downtime objects. Use of REST APIs in ABAP development Development of transformation rules ABAP OO NZDT rules SLT and MWB
Contractor (07/18 – 12.20)	Heidelberg Cement – Heidelberg, Germany Major Module: FI-CO-SD-MM-PP-HR

	 ABAP development Enhancements FI, CO, SD, MM and HR interfaces Odata enhancements IDOCs user exits Ariba data migration due to PI/PO upgrade Interfaces design and development Web dynpro development Data migration for North America (LSM/BAPI) Mapping of data from US, Canada and Mexico to ensure the integrity of a single client Data cleansing Global template roll out Upgrade HR system to EP 8 Adobe forms in HR
Contractor (08/18 – 11/18)	Ariane – Paris, France Major Module: HR
	 ABAP development in HR BOOMI interfaces Enhancements of infotypes Web services and Odata enhancements IDOCs user exits Web dynpro development Adobe forms development ESS development using FMP UI5 development/Fiori 2.0 Global template roll out
Contractor (05/18 – 08/18)	De Montfort University – Leicester, UK Major Module: HR
	 ABAP development in HR UI5 development/Fiori 2.0 Enhancements of infotypes Data migration(BOOMI) PDF forms development Web dynpro development Fiori and Odata enhancements IDOCs user exits Design and development of interfaces
Contractor (06/18 – 7/18)	AMRI – Milan, Italy Major Module: SD-MM (Pharmaceutical)
	 ABAP development Interface Enhancements EDI development in SD/MM(IDOCs) OO ABAP development Web dynpro development PDF forms development Global template roll out
Contractor (06/16 – 05/18)	NESTLE – Frankfurt, Germany Major Module: Supply Chain (SD/MM/PP)

	 S/4 HANA migration design Migrate 3 SAP systems into a single one eliminating duplicates Data mapping and cleansing Generation of SLT and downtime objects. Development of transformation rules NZDT rules SLT and MWB OO ABAP development CDS and HANA code optimization API development Design and development of interfaces Design and implementation of validation reports (LTVF) for migrated data Implementation of BADIs for mapping in Central Finance (customer defined data, cost object types)
Contractor (10/16 – 11/17)	BRAU UNION(Heineken) – Linz, Austria Major Module: APO-SD-MM
	 Master data uploads Master data enhancements APO user exits in PP/DS. APO LiveCash development SD/MM enhancements Global template roll out EDI Development in SD/MM (IDOCs enhancement, reduced IDOCS, mappings) Designing and implementing interfaces from MM to external warehouse management and yard management applications using XI OO ABAP Development in SD/MM
Contractor (02/15 – 05/16)	SWIFT – Brussels, Belgium Major Module: HR/FI
	 OO ABAP Development in HR OO development in events for BRF XI design and implementation EDI Development in HR/FI (IDOCs enhancement, reduced IDOCS, mappings)
	 Workflow development in HR Development in HR authorizations ESS/MSS Transformation of dynamic rules to processing rules. Web dynpro development FI/HR interfaces Data migration in PA ABAP development in Forms and Processes (Created a custom made time recording tool based on Forms and Processes using PDF forms) OM configuration Managing offshore team of 12(Malaysia) Designing and implementing interfaces from HR to external payroll and etime application using XI Creating technical specs from functional requirements for HR
Contractor (11/14 – 01/15)	 Workflow development in HR Development in HR authorizations ESS/MSS Transformation of dynamic rules to processing rules. Web dynpro development FI/HR interfaces Data migration in PA ABAP development in Forms and Processes (Created a custom made time recording tool based on Forms and Processes using PDF forms) OM configuration Managing offshore team of 12(Malaysia) Designing and implementing interfaces from HR to external payroll and etime application using XI
	 Workflow development in HR Development in HR authorizations ESS/MSS Transformation of dynamic rules to processing rules. Web dynpro development FI/HR interfaces Data migration in PA ABAP development in Forms and Processes (Created a custom made time recording tool based on Forms and Processes using PDF forms) OM configuration Managing offshore team of 12(Malaysia) Designing and implementing interfaces from HR to external payroll and etime application using XI Creating technical specs from functional requirements for HR

	 Migration of data between SAP systems. Master and transaction data. Configuring and extending message HRMD_A version 7 to include custom fields placed in the append structure of infotypes Development in HR authorizations Configuring distribution model to include custom infotypes User exit and BADI implementation OO ABAP Development in HR Global template roll out
Contractor (01/14 – 04/14)	ARYZTA SAP Project – Braisach, GERMANY Major Module: EDI development for SUHR
	 EDI development in logistics IDOCs extensions and user exits(MATMAS, CREMAS, DEBMAS, ORDERS) Data mapping using Seegurger middleware XI design and mapping Custom purchase req IDOC development for inbound process (PREQCR1)
Contractor (01/14 – 11.14)	NOKIA SAP Project – Helsinki, FINLAND Major Module: HR migration (Carve out)
	 Evaluation of migration requirements Migration template adjustments Data migration Data mapping Data collection and harmonisation Planning and management of migration cutover Execution and monitoring of migration tasks Creation of test scripts for migrated data
Contractor (10/12 – 04/13)	NOKIA SAP Project – Helsinki, FINLAND Major Module: HR
	 Web Dynpro development for HR as well as back end development Enhancement pack patching to EHP6 OO ABAP Development in HR
Contractor (05/12 – 01/14)	TAPIOLA/TURVA SAP Project – Helsinki, FINLAND Major Module: HR (Carve out)
	 HR migration project. IDOCs development Data migration EDI development in HR Portal (Web Dynpro) development. OM & PA customising Development in HR authorizations Time and Payroll schema enhancements Enhancement pack patching to EHP5. Adjustments of enhancements, user exits, and sap scrips OO ABAP Development in HR

Contractor (08/11 – 05/12)	Nokia Siemens Networks – Helsinki, FINLAND Major Module: HR	
	 Enhancement pack patching to EHP5. Web Dynpro development for HR as well as back end development Adjustments of reports, user exits, and sap scrips Adjustments in authorizations Large scale bidirectional interfaces to Success Factors in the compensation management area. The interface was part of the compensation management implementation including the enhancement of the standard infotypes and then reading and manipulating the data so SF can read it. The interface was based on IDOCs (HRMD_A). 	
Contractor (08/08 – 03/10)	Commercial Bank of Greece – Athens, Greece Major Module: HR	
	 Upgrade and Unicode conversion. Training and events Compensation management Performance management and appraisals Single sign on and LDAP protocol 	
Contractor (08/04 – 03/12)	NOKIA SAP Project – Helsinki, FINLAND Major Module: HR – SD – MM – PP – QM– APO – GTS ((Carve out Nokia/NSN))	
	 Technical upgrade from SLL-LEG 710 to SLL-LEG 900. Data migration in logistics using SLO Developing complex migration rules in LT for the Nokia – NSN carve out Implement reconciliation rules in LTVF for logistics data X1 development (IDOCs, mapping, proxies) Enhancements in authorizations Global template roll outs GTS - Customs management import and export GTS - Compliance management GTS - Compliance management GTS - Compliance management GTS - Implementation of BADIs into both R/3 and GTS systems to adjust MM & PP flows interfaces between R/3 and GTS. GTS - Modifications on standard code where business needs could not be met. GTS - Implementation of implicit and explicit enhancements. Large scale bidirectional interfaces to Success Factors in the compensation management area. The interface was part of the compensation management implementation including the enhancement of the standard infotypes and then reading and manipulating the data so SF can read it. The interface generated flat files to SF and was reading the results from SF to update R3 as the master system. Coordination of the HR SAPUP project (Versions 4.7 -> ECC 6.0) with key responsibilities the Unicode conversion and the interface migration. Analysing the user requirements, design and development of ABAP programs for interfaces, reports and dialog programming. RFC interfaces and SAP scripts. Infotype development in ESS Web Dynpro development for HR and logistics 	

- Web Dynpro development for HR and logistics
 Enhancement pack upgrades
 Large scale HR Data migration to legacy salary evaluation system
 Technical support and development using enhancements, ALV reporting.

- **EDI** development in HR and Logistics
- □ IDOCS configuration and user exits (MATMAS, CREMAS, DEBMAS, ORDERS, DESADV, ADRMAS, INVOIC, BATMAS HRMD_A, HRTRVL)
- Creation of distribution models for IDOCS
- □ For HRMD_A the enhancement RHALE001 and BADI RHALE00OUTBOUND_IDOC were used
- Creation of reduced idoc messages for MATMAS
- IDOCs monitoring and problem solving
- □ Enhancements BADIs
- Cross system debugging
- Enhance material master to display the classification data in sub-screen.
- □ Enhance vendor and customer master (VENDOR_ADD_DATA)
- User exits
- Adobe forms
- Define and implement integration scenarios in SAP XI
- □ Solution provider for the archiving and authorization team
- Evaluation of work estimates for developments and coordination of offshore teams
- □ APO interfaces and development
- □ APO user exits in PP/DS.
- APO LiveCash development
- □ APO upgrade from 5.0 to 7.0
- GTS interfaces and development
- □ HR Interfacing to Success Factor software
- □ HR IDOC interfacing
- ALE interfaces
- Define business process models in Logistics
- □ HR BW development, transformations and rules
- □ ABAP WEB DYNPRO development
- □ XI mapping

HELLENIC AEROSPACE INDUSTRY S.A. (HAI) Athens, Greece

(10/03 - 07/04)

Contractor

Major Module: HR Infotype creation and extension

- Infotype creation and extension
 Dvnamic actions
- □ User exits
- Development, maintenance and support for PU12 (HR interface toolbox), interfaces to third party payroll system.
- Cluster analysis
- Data migration
- BADIs
- □ Structural authorisations
- Active Directory update using LDAP

Contractor, (05/03 – 10/03)

- tor, NOKIA SAP Project Helsinki, FINLAND 10/03) Major Module: SD – MM
 - Analysing the user requirements, design and development of ABAP programs for interfaces, reports and dialog programming.
 - □ RFC interfaces and SAP scripts.
 - □ Technical support and development using enhancements, ALV reporting.
 - □ IDOCS configuration and user exits.
 - □ EDI development in logistics
 - Global template roll outs

Contractor,NATIONAL BANK of GREECE (NBG), SAP HR Project – Athens, GREECE(03/02 - 05/03)Major Module: HR

The HR Project in NBG was incepted during early 1999 and was tasked with replacing the 18 existing Human Resource systems with the SAP R/3 HR module with the main focus on re-engineering the administration processes.

Key Responsibilities:

- Development of new applications to meet the special needs of NBG not supported by the standard SAP core system.
- □ Upgrade from ver. 4.0B to 4.6C.
- □ Interfaces specification and development for HR data transfer, inbound and outbound.
- Development, maintenance and support for PU12 (HR interface toolbox), interfaces to external payroll system.
- Data migration from legacy systems
- □ Production support consisting of problem solving on interface failures, new requirements, uploads, OSS fixes etc.
- □ Uploading data using batch inputs, LSMWs to master data and time management infotypes.
- □ Master Data migration from external systems using BDCs.

Key Achievements:

- Design and build of a new dialog application for appraisals that meet specific needs of the NBG not supported by SAP standard core.
- Design and build of a new dialog application for the company seniorities and promotions that meet specific needs of the NBG not supported by SAP standard core. The bespoke interfaces involve extracting HR master data and payroll cumulative data, use of standard SAP tools and bespoke customising tables.
- Development of HR user exits and BADIs to customise the behaviour of the SAP core to meet the special needs of NBG.
- □ Initial HR master data upload using LSMW Legacy system migration workbench.
- Deliveries were on time and within budget.

Contractor,

(01/01 - 03/02)

MASTERFOODS S.A. (MARS ATLAS Project) Strasbourg, France Major Module: SD-MM

Key Responsibilities:

- □ Technical analyst involved in the developing of SAP core code approval by SAP to create tools that allow the creation of custom condition tables in SD, smart forms.
- □ Analysing the user requirements, design and development of ABAP programs for interfaces, reports and dialog programming and SAPscript using ABAP workbench.
- □ Inbound technical support and development using enhancements, ALV reporting, IDOCS configuration and user exits.
- Global template roll out
- □ EDI development in logistics
- Master Data migration from external systems using IDOCs, BDCs.

Key Achievements:

Analysis, design and build of a bespoke application for the company MRP not based on day bucket but based on specific company rules at minute level.

Contractor, **HELLENIC AEROSPACE INDUSTRY S.A. (HAI) Athens, Greece** (06/00 - 12/00)Major Module: HR – IS AEROSPACE Development of batch input programs for the conversion and migration of data from legacy systems. HR reporting using PNP logical database and ALN reporting tool. Data migration from legacy systems □ Enhance the infotypes maintenance dialog using customer exits via transaction CMOD. Data uploads and downloads, OSS fixes, SAP Scripts etc. CURVA S.A. Athens, Greece Contractor, (11/99 - 04/00)Major Modules: SD-MM-PP **Key Responsibilities:** □ Assistance and technical support with implementation of SD-MM-PP-FI-CO module using SAP standard enhancements. Design and development of batch input programs for the conversion and migration of master data between SAP and the company legacy systems. Development of a large number of reports. **Key Achievements:** Initial data conversion and upload of master data. Development of a bespoke weekly interface solution to enable the posting of production planning results from SAP to an external optimisation software. HELLENIC MILITARY INDUSTRY S.A. (EBO) Athens, Greece Contractor. Period 2000 The project was managed by IBM Greece. Major Module: HR □ Involved in implementing and developing specific time management issues i.e. the clock in / out cycle for various employee categories (interfaces between card readers and SAP time management). Enchantment and creation of infotypes. Design and development of fast entries. Data migration from legacy systems Development of various batch input programs for the conversion and migration of data from legacy systems. Developments of user exits for HR. Contractor, **AVENTIS S.A. Athens, Greece** Period 2000 The project was managed by IBM Greece. Major Module: FI Involved in implementing and developing user exits for FI to allow users do customising in the Greek chart of accounts and posting in the German one. Contractor. **PAPAELLINAS S.A. Athens. Greece** Period 2000 The project was managed by IBM Greece. Major Module: MM □ Initial MM master data upload using LSMW – Legacy system migration workbench. Development of various batch input programs for the conversion and migration of data from legacy systems.

SAP Greece, Period 2000	AVIN OIL S.A. Athens, Greece Major Module: HR – IS OIL	
	 Interfaces specification and development for HR data transfer, inbound and outbound. Interfaces for external third party systems. Production support consisting of problem solving on interface failures, new requirements, uploads, OSS fixes etc. Involved in implementing and developing specific time management issues i.e. the clock in / out cycle for various employee categories (interfaces between card readers and SAP time management). Also involved in the implementation of the custom made appraisal system of the company and the respective data migration. Development of various batch input programs for the conversion and migration of data from legacy systems. Analysis, design and coding of ABAP solutions for IS-OIL modules. Developments of layout sets for HR using SAPscript. 	
SAP Greece, Period 1999	Prismatech S.A. Athens, Greece Major Module: FI / SD	
	 Analysis, design and coding of ABAP solutions across SD / MM / FI modules including data conversion uploads, legacy interfaces with SAP. Development of various modifications and enhancements including more than 40 new reports and fast entry programs. Development of layout sets for SD / FI using SAPscript. 	
	MOTOR OIL S.A. Athens, Greece Major Module: HR / IS-OIL	
SAP Greece, Period 1999		
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•	 Major Module: HR / IS-OIL Analysis, design and coding of ABAP solutions across SD / MM / FI / IS-OIL modules including data conversion uploads, legacy interfaces with SAP. Development of various modifications and enhancements including more than 40 new reports and fast entry programs. 	
Period 1999 SAP Greece,	 Major Module: HR / IS-OIL Analysis, design and coding of ABAP solutions across SD / MM / FI / IS-OIL modules including data conversion uploads, legacy interfaces with SAP. Development of various modifications and enhancements including more than 40 new reports and fast entry programs. Development of layout sets for SD / FI using SAPscript. BDF International S.A. Athens, Greece 	
Period 1999 SAP Greece,	 Major Module: HR / IS-OIL Analysis, design and coding of ABAP solutions across SD / MM / FI / IS-OIL modules including data conversion uploads, legacy interfaces with SAP. Development of various modifications and enhancements including more than 40 new reports and fast entry programs. Development of layout sets for SD / FI using SAPscript. BDF International S.A. Athens, Greece Major Module: Upgrade Responsible for the upgrade of lay out sets, bespoke customising tables and programs 	

SAP Cyprus, KEO Wine Industry Ltd. Limassol, Cyprus Period 1999 Major Module: SD / MM / HR

- Analysis, design and coding of ABAP solutions across SD / MM / CO modules including data conversion uploads, legacy interfaces with SAP and reporting.
- Investigated and exchanged existing ABAP reports and interfaces to function properly in SD / MM modules.
- □ Reports and enchantments in HR.
- Data migration from legacy systems
- Developments of layout sets for SD / MM using SAPscript.

SAP Cyprus,ELECTRICITY AUTHORITY OF CYPRUS. Nicosia, CyprusPeriod 1999The project was managed by IBM Cyprus. Major Module: MM / HR

- Analysis, design and coding of ABAP solutions across SD / MM modules including data conversion uploads, legacy interfaces with SAP and reporting.
- Developments of layout sets for SD / MM using SAPscript.
- Data migration from legacy systems

HR530 Technical Topics in HR

□ Interfaces for external third party payroll system.

SAP Greece Training 1998 – 2001

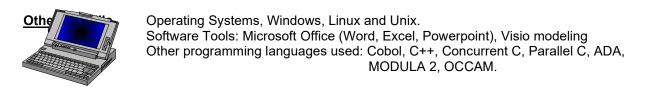
SAP

HR350 Programming in HR
HR580 Reporting in Human Resources
BC400 ABAP Workbench: Foundation and Concepts
BC402 ABAP Programming Techniques
BC404 ABAP Objects – Object Oriented Programming
BC405 Techniques of List Creation and Info Set Query
BC410 Developing User Dialogs
BC411 Advanced ABAP Programming
BC412 ABAP Dialog Programming Using Enjoy SAP Controls
BC420 Data Transfer
BC425 Enhancements and Modifications
BC430 ABAP Dictionary
BC460 SAP Script: Form Printing and Text Management
BC470 Form Printing with SAP Smart Forms
ITS050 ITS Web Development Overview
CA940 Authorization Concept
LSMW Legacy Migration Workbench
D40AW DELTA 4.0 in ABAP Workbench
D46AW DELTA 4.6 in ABAP Workbench
HR050 SAP Human Resources Overview course
HR305 Configuration of Master Data
HR306 Configuration of Time Recording
HR315 Recruitment
HR405 Greek Payroll
HR505 Organizational Management
HR510 Personnel Development
Overview training on SAD function modules MM (Material Man

Overview training on SAP function modules MM (Material Management), SD (Sales and Distribution) and FI (Financial Accounting)

<u>Employment</u> <u>History</u>	
2000 – Present	Contractor, ABAP Consultant.
1998 – 2000	SAP Greece S.A, ABAP Consultant, Athens.
1995 – 1996	MIDAS KAPITI INTERNATIONAL. System analyst. Birmingham, UK.
1992 – 1995	ASTON UNIVERSITY, Tutor
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Professional Qualifications	
1992 - 1995	Ph.D. in Optimisation Methods, from Aston University of Birmingham – UK
1991 - 1992	M.Sc. in Computer Science, from Technical University of Sofia - Bulgaria.
1987 - 1991	B.Sc. in Computer Science, from Technical University of Sofia - Bulgaria.



Community Involvement	Member of the Technical Chamber of Greece (<u>http://www.tee.gr/</u>)
Citizenship	EU
Availability	One week notice.
Languages	Greek (native), English (fluent), Bulgarian (fluent)
Other Interests	Swimming, Chess and travel.