



# ERP HIRING 101

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# Introduction

Hiring ERP talent is one of the most business-critical and misunderstood challenges for non-technical leaders. From **SAP** to **NetSuite**, the systems are complex - **but the hiring process does not need to be.**

This guide provides clear, practical advice for leaders tasked with hiring ERP professionals, without requiring deep technical knowledge. It is **based on my real-world experience** placing ERP talent across multiple industries.





# Understanding ERP Roles at a High Level

ERP stands for Enterprise Resource Planning. It integrates core business processes across **finance, procurement, supply chain, HR** and **more**. ERP professionals are hired to design, implement, support, and optimise these systems.

## Common roles include:

- ERP Administrator
- ERP Technical Consultant/Developer
- ERP Business Analyst
- ERP Project Manager

You do not need to understand every module. You just need to match the role to the business problem.





# Functional vs Technical ERP Talent

## Functional professionals:

- Understand business processes (e.g. procurement, finance, HR)
- Configure the ERP system to match how the business operates
- Act as translators between users and developers

## Technical professionals:

- Handle system integration, data migration, scripting and performance
- Write code and develop enhancements or new features

Many ERP teams need both. Make sure your recruiter can clarify which is more suitable for your project.





## Key Skills and Traits to Look For

### Core skills across ERP professionals:

- Business processes, change management, and system configuration
- Stakeholder communication
- Documentation and training

### Desirable traits:

- Logical problem-solving
- Adaptability and learning mindset
- Commercial awareness
- Strong attention to detail

Certifications are helpful, but hands-on experience and communication skills are what drive project success.





# The Role of the ERP Recruiter

## They will:

- Translate your business needs into candidate profiles
- Screen for soft skills as well as system experience
- Understand the difference between SAP FICO and SAP MM
- Protect your time by presenting only suitable, interested candidates
- Guide salary and rate benchmarking based on current market trends

A good recruiter bridges the gap between technical CVs and business goals.





# Writing a Better ERP Job Spec

Avoid lengthy lists of tools and buzzwords. Instead, focus on outcomes and context:

## Key inclusions:

- Business area (e.g. finance transformation, supply chain overhaul)
- Salary & benefits
- Stage of implementation (greenfield, rollout, support, upgrade)
- Key systems involved (e.g. SAP S/4HANA, NetSuite, Dynamics 365)
- Team structure and reporting lines
- Contract vs permanent
- Location, hybrid or remote working details





# Interviewing Tips for Non-Tech Leads

## **Ask about outcomes, not acronyms:**

- “Tell me about a project you led or supported - what changed for the business?”
- “How did you manage stakeholder expectations?”

## **Ask for evidence of value delivered:**

- Cost savings
- Process improvements
- Increased adoption or automation

## **Involve technical colleagues**

- If needed, pair up with a technical SME for deeper discussions





# Contract vs Permanent ERP Hiring

## Contractors are ideal for:

- Time-sensitive rollouts
- Specialist module experience
- Specific deliverables or backlogs

## Permanent hires are better for:

- Long-term internal support
- Training and documentation
- Process ownership and continuity

Tip: Always align hiring type to project timeline and internal capability.





# Red Flags and Common Pitfalls

## Red flags to watch for:

- Can't explain impact beyond technical tasks
- Moves frequently with no delivery success stories
- Claims lots of certifications but lacks real projects

## Common hiring mistakes:

- Hiring a technical resource when a functional expert is needed (or vice versa)
- Choosing the cheapest candidate rather than the right fit
- No onboarding or induction plan for ERP hires

A good recruiter will flag these early and help you course correct.





## Final Thoughts

ERP hiring is high stakes. The systems touch every part of the business, and the wrong hire can **delay progress** or **create user resistance**. But with a clear brief, a trusted recruiter, and a focus on **business outcomes**, you can **hire smarter** and **scale faster**.

You do not need to speak ERP fluently. You just need to **work with someone who does** - and that is where I can help.





# GET IN TOUCH

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Let's talk talent! Book a chat with me:

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