YOUR SAP CAREER GUIDE

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For over 20 years, Hanson Regan has connected SAP professionals with leading transformation programmes across the globe. From functional consultants and developers to architects and programme leaders, we've supported candidates at every stage of their SAP careers.

20 Years of SAP Recruitment

This guide shares practical advice gathered from conversations with SAP professionals, hiring managers and project leaders across the SAP ecosystem.



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THE SAP MARKET TODAY

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What Employers Are Looking For

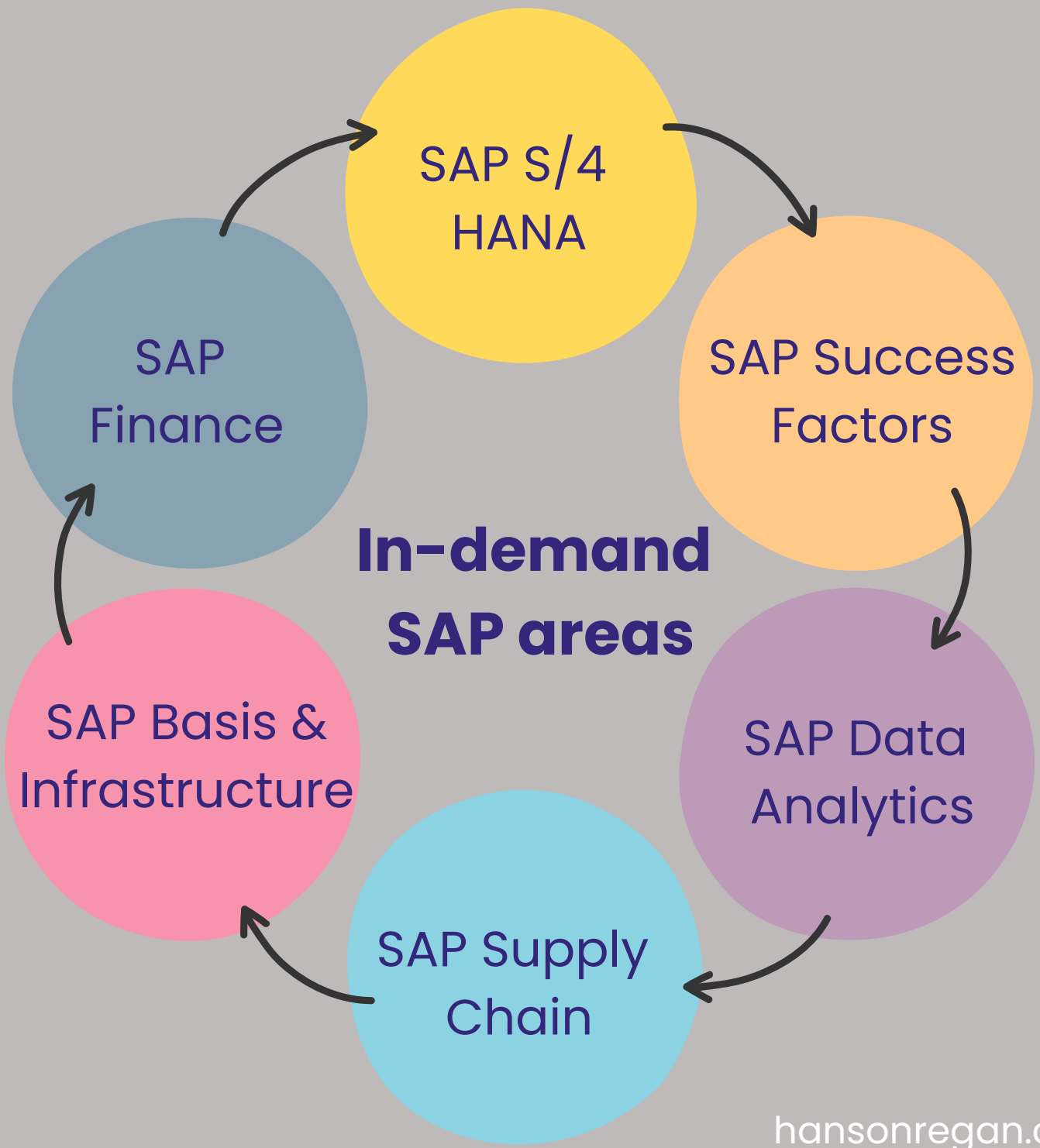
While technical expertise remains essential, employers increasingly value:

- Strong stakeholder management
- Business process knowledge
- Communication skills
- Project delivery experience
- Adaptability during transformation programmes

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Here are the common areas of demand seen accross Hanson Regan's SAP recruitment activities



CONTRACTING VS. PERMANENT

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Choosing the right role for you

CONTRACT Ideal for professionals who enjoy:	PERMANENT Ideal for proessionals seeking:
Project-based work	Long-term ownership
Variety of roles or programmes	Career progression
International opportunities	Leadership opportunities
Flexible working arrangements	Working stability and benefits

QUICK TIPS

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Creating a strong CV

1. **Keep it relevant.** Focus on your most recent and most applicable SAP projects.
2. **Show outcomes.** Highlight achievements, not just responsibilities.
3. **Include module expertise.** Clearly list SAP modules and technologies.
4. **Demonstrate project scale.** Mention team size, user numbers or geographical scope where relevant.
5. **Keep formatting simple.** Clean layouts are easier for hiring managers to review.

QUICK TIPS

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Preparing for interview success

Before the interview:

- Research the company
- Understand the project objectives
- Review your project examples
- Prepare questions about the programme

During the interview:

Use real examples to demonstrate:

- Problem solving
- Stakeholder engagement
- Technical capability
- Delivery success

BUILDING A LONG-TERM SAP CAREER

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Future-proofing your skills

Successful SAP professionals continually invest in:

- Training and certifications
- Industry knowledge
- Professional networks
- Emerging SAP technologies

The strongest careers are built through a combination of **technical expertise**, **business understanding** and **strong professional relationships**.

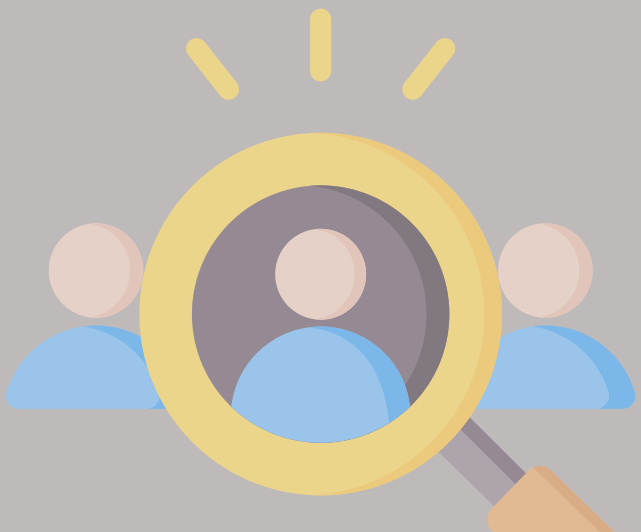
WORKING WITH A DEDICATED SAP RECRUITER

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Why specialised recruitment matters

A specialist recruiter can help you:

- **Access niche opportunities**
- **Understand market trends**
- **Prepare for interviews**
- **Negotiate offers**
- **Build a long-term career strategy**



Hanson Regan has specialised in SAP and IT recruitment since 2006

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LET'S TALK

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Whether you're actively looking or just exploring

The SAP market moves quickly.

Even if you're not currently seeking a new role, it's worth staying connected and understanding where opportunities may exist.

Whether we've worked together before or haven't yet connected, we'd love to hear from you.

Get in touch with Hanson Regan

Contact our team:

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