

SAP in the Czech Republic


Introduction & Overview

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Agenda



Welcome and SAP Introduction



SAP in Czech Republic




SAP Internship Experience Program



Early Talent Programs



SAP Initiatives & Culture



Questions & Answers

Systems, Applications, and Products

SAP Global – few numbers & partners

101,000+

Employees globally

150+

Nationalities worldwide

440,000+

Customers

297

Employer awards won in 2019

Walldorf, DE

Headquarters



SAP represent in our daily life

17,200

liters of ice cream

2,800

pairs of athletic shoes

54,200

barrels of oil

12,600

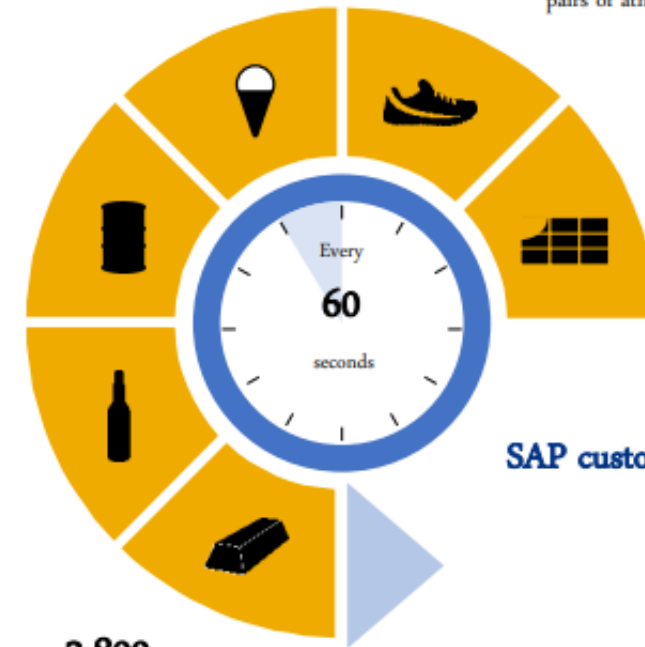
kilograms of chocolate

282,000

liters of beer

3,800

grams of gold

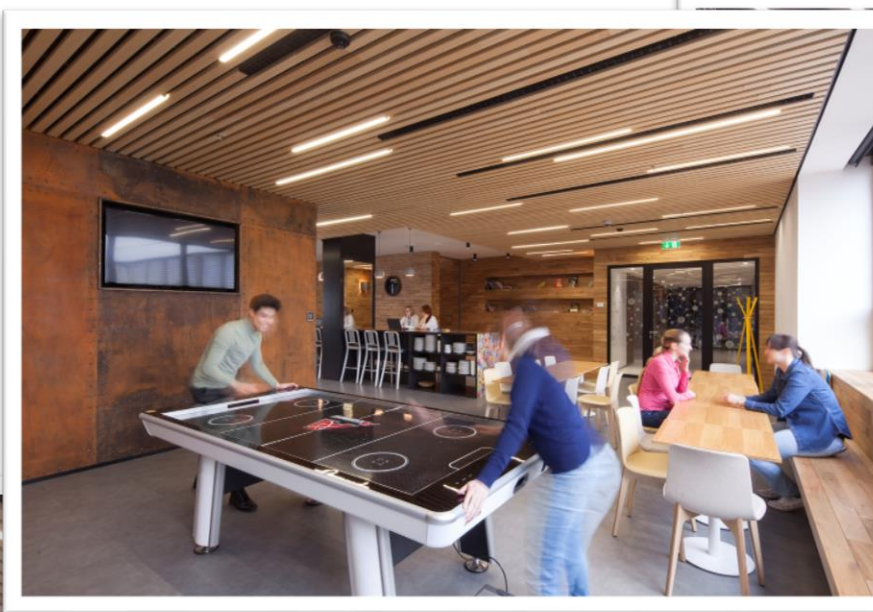


SAP customers produce ...

SAP

Czech Republic

- 5 business units in Prague & Brno
- More than 2000 employees, 2nd biggest employee population outside of Germany in Europe
- Over 80 nationalities
- Serving customers in CZ, EMEA and globally



SAP in Czech Republic

What we do in CZ

SAP Services

SAP Services provides centralized regional and global functions to support various SAP Organizations and has about 1200 employees from 60+ different nationalities working together in one building with the newest technologies.

What we do

- Recruitment
- Data Management
- Local HR
- Payroll
- Mobility
- Procurement
- Accounting
- Order to Invoice
- Deals Support
- Cash Collection

...and more

Location: Metronom Building, Prague 5

SAP ČR

SAP ČR helps to more than 1,300 local companies of all sizes and in all industries with digitization. Thanks to the end-to-end suite of applications and deep business insight our customers can operate profitably, adapt continuously, and stay ahead of their competition.

What we do

- Sales & Operations Technology
- Presales
- Sales
- Customer Support
- Finance
- HR
- Marketing & PR
- Consulting
- Project Management

Location: BB Centrum, Prague 4

SAP Labs

SAP Labs Czech Republic in Brno is a part of the worldwide network of SAP laboratories. It is engaged with support, localization and development of SAP S/4HANA products, including SAP Fiori and cloud solutions, especially for finance.

What we do

- Applications Development
- Quality & Project Management
- UX/UI Design
- Localization
- SW Maintenance & Development Support

Location: Spielberg Office Centre, Brno

SAP Czech Republic

What We Do in CZ

SAP Concur

SAP Concur is reinventing travel, expense, and invoice management with tools that simplify everyday processes and create better experiences.

What we do

- IT Services Technology
- SaaS Implementation
- Project Management
- Technical Consulting
- Customer Support
- SW Development (mobile&web)
- Quality Engineering
- Cloud Engineering

Location: Metronom Building, Prague 5

SAP Ariba

SAP Ariba creates direct, intelligent connections between the business and the suppliers and targeted solution providers, redefining how business communicate, collaborate, and get work done.

What we do

- Network Adoption
- Services
- Functional & Tech.
- Consulting
- Solution Integration
- Project
- Management
- Customer Support
- Account Management
- Strategy & Innovation

Location: Metronom Building, Prague 5

Early Career Talent Community

SAP invest a lot in ECT community offering specific learnings, personal & professional development opportunities.

- Connects intern and Early Talent community (fresh graduates)
- Connected via MS Team Channel and Early Talent Community activities focusing on:
 - Specific Learning including (job shadowing, mentoring, coaching, fellowship)
 - Networking

SAP Global Early Talent Community

Overview Start Networking Develop Yourself ET Ambassadors German ET Community Hungarian ET Community >

WELCOME TO THE GLOBAL EARLY TALENT COMMUNITY!

Connecting Early Talents globally and locally

Because we know that you want to help the world run better and improve people's lives, we provide you with targeted networking opportunities, development resources and tips, specifically curated to support the success of all Early Talents at SAP. That's the SAP Global Early Talent Experience. It complements [functional learning](#), [the Board Areas offer](#) to their Early Talents.

EXCHANGE OF THE MONTH

Your 3 musts to get the most out of your experience:

- 1. START NETWORKING**
Change the email notifications in the left navigation bar of this Jam to at least weekly, so you stay up-to-date on any news.
- 2. BROADEN YOUR NETWORK**
Explore some of the communities and [Employee Network Groups](#) that are available to **all** employees worldwide and start collaborating with your colleagues also outside of the Early
- 3. DEVELOP YOURSELF**
Check out your [Early Talent learning resources](#) that will help you starting your career here at SAP.

SAP Internship Experience Program

What it means

WHAT: structured internship program experience that build skills, network and satisfaction since 2014

Basic elements: On Job Learning; Personal & Professional Development and Networking

WHY: attract and convert highest-caliber students into our next-generation of innovative, capable and eager individuals

- +1000 interns per year
- 20 office locations across 6 countries
- Award-winning, high-brand recognition, excellent NPS scores ([recent recognition](#) – top 50 companies with best virtual internship program)

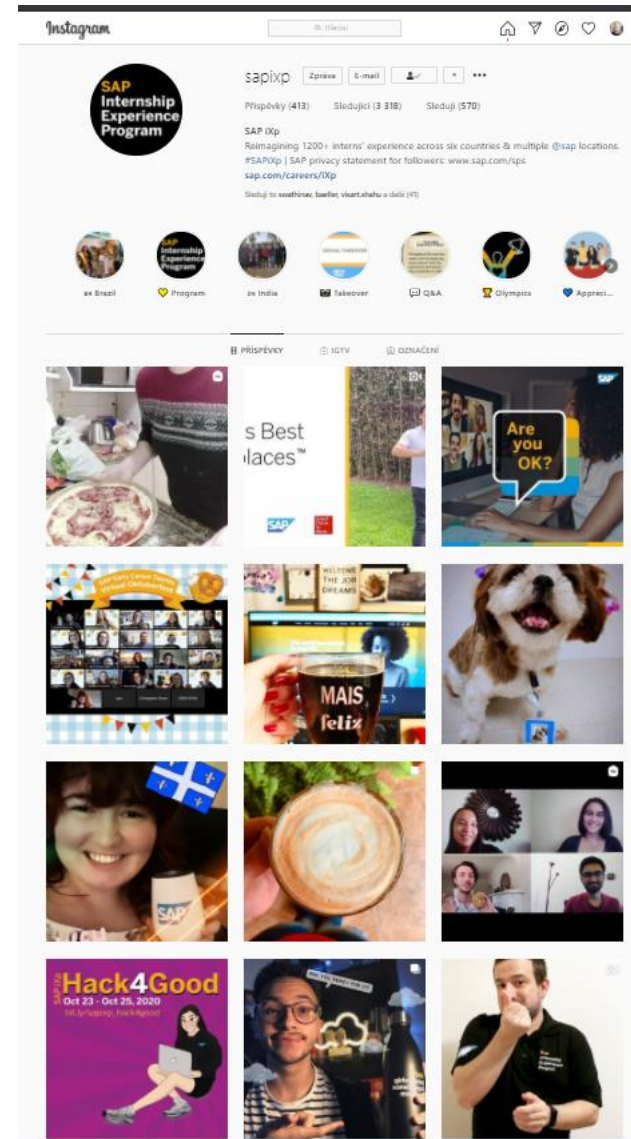
HOW: Apply through our career site or future Erasmus job postings.

Connect with me: [LinkedIn](#)

Follow us on [Instagram](#)



[More about the program](#)



Early Talent Programs for fresh graduates

Global Finance Rotational Program

What: A program for external or internal early talent to work with the various areas of the F&A board area, at the end of which the participant gets a permanent position in the GFA organization.

The finance focused program for young professionals to develop highly qualified finance all-rounders with a fundamental knowledge about GFA and SAP". Has been going on since 2016.

Structure: 20 month program, with min. 4 rotations (5 months each), and 2 of those outside of your 'home' location. The rotation areas are defined as: Global Corporate Functions; Field Finance; Shared Service Centers; Cloud Business Group. All hires start with a 2-week workshop in Walldorf.

Locations: Newtown Square; Walldorf; Prague; Singapore.

Key Criteria: Bachelor or Master's degree in Business, with specialization in Finance and Accounting preferred. Must already have completed a min of 2 internships within a finance dept. (external site); Must have up to two years of working experience (internal site).

SAP Sales Academy

What: The 9-month SAP Academy for Sales program provides structured training, skills, and experience to help catapult a successful career in leading the digital transformation. Participants engage with customers, help solve their unique business challenges using cutting edge cloud-based products, solutions and services.

Structure: 1. Orientation and onboarding in a local SAP office (6 weeks); 2. collaborative classroom learning part 1 at the global training center in US (6 weeks), 3. collaborative classroom learning part 2 at the Global Training Center(6 weeks),4. learning on-the-job with sales mentors in home market unit (16 weeks)

Location: Locations and point-of-contact vary per year.

Hiring Timelines: Recruiting begins in September for SAP Academy for Sales and Presales. Classes begin in March, April and September.

Key Criteria: Bachelor or Master's degree in Business Administration or related subject, fluent in English and local language, max. of 3 years' work experience in a sales environment; demonstrated knowledge of business processes and/or industries

Early Talent Programs for fresh graduates

HR Early Talent Program

What: HR Early Talent Program is one-year rotation program for future HR professionals. During the rotation attendees of the program change 3 different functional areas including one international rotation. Conversion rate is 80%. Participants work full time unlimited contract.

Structure: Kick-off in Waldorf → 5 months rotation in Global Delivery Service & 4 months rotation in HRBP organization & 3 months rotation in Center of Excellence OR COO HR covering these HR areas (this path can be personalized based on individual situation, 3 months of rotation should be abroad):

- Total Rewards
- Service Delivery
- Learning Organization
- HR Business Partner
- Diversity & Inclusion
- Talent Acquisition

Vocational Training

What: Vocational Training is essential ET program that started in 1979 (40 years ago as of 2019).

The program lasts 3 years through the entire student study program. Since 2006 it is international with slightly different timelines and structure.

Structure: depends on location

Criteria: Working always in cooperation with local universities from which they hire for the program, most of the interns comes from study programs in Economics, Business Informational Management, IT and Digital Media etc.

Locations: 11 countries worldwide, including: Germany; India; China; Brazil; Hungary; Ireland; US (Newtown Square and Pittsburgh); Japan; Australia, Singapore.

SAP Initiatives & Culture

SAP Culture

Autism at Work



- Launched in 2013 to gradually increase the percentage of individuals affected by autism in our global workforce.
- Currently, more than 180 colleagues with autism are working across SAP in all business functions, in 27 different roles.
- The program is active in 16 countries and 34 locations.

Pride@SAP



- Discuss & increase awareness about LGBT diversity, inclusion and tolerance
- Established 2001 in USA, 2016 in Prague
- Global Pride@SAP has 8 150 members with 22 subgroups, Pride@SAP CZ has 155 members with 5 active core members
- SAP is one of the Top 9 companies worldwide in LGBT Inclusion according to the Workplace Pride 2018 Global Benchmark

Be EPIC



Be
Equal
Provocative
Inspiring
Connected

- Be EPIC is a platform bringing people and ideas together, focusing on creating positive change through ongoing conversations. We are seekers, willing to admit we are closed-minded, biased just like you.
- Active initiative based in Prague office
- Established 2016 and collaborating across all Czech entities

Q&A



Resources

Useful links & Contacts

[Career Page for Student & Graduates](#)

[SAP Jobs in CZ](#)

[SAP Facebook](#) & [Instagram](#)

[LinkedIn](#)

[SAP Internship Experience Program](#)

Autism at Work 

[#SAPApplyAaW](#) | [Autism at Work at SAP](#) |
[Autism Inclusion Pledge](#)

Contacts:

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Thank **you!**

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