

Principal IT Consultant – SAP US Payroll

Your tasks

HOW YOU WILL MAKE AN IMPACT

Join the HRIT and Payroll support Team to perform SAP Payroll Systems Management activities in support of business requirements, improving or adding new functionality to the existing SAP Enterprise Resource Planning (ERP) Human Capital Management (HCM) landscape.

- Review existing solutions and processes to identify areas for improvement, maintain integrity of the HCM solutions by reviewing build and run changes, provide input for future solutions & system architecture, by applying knowledge of SAP HCM US-PY.
- Assist with bridging the gap between understanding the requirements, functional specifications, testing, and delivery.
- Ensure system stability and performance during the company's transition to a standalone environment, with a focus on risk mitigation, data integrity, and compliance.
- Proven track record in large-scale enterprise environments, preferably within spin-offs, carve-outs, or other complex transformation scenarios.
- Perform and manage configuration on SAP Payroll.
- Manage projects and project teams to successfully deliver medium and large-scale projects.
- Exceptional problem-solving, effective communication, and presentation skills, with a proven ability to engage effectively with both external teams and senior business leaders.

Your profile

WHAT YOU BRING TO THE ROLE

- Bachelor's degree or equivalent in Computer Engineering, Electronics Engineering, Computer Science, Information Systems, or a related technical/quantitative field and 5 years of progressively responsible post-Bachelor's degree related experience
- Requires 7 years of functional experience with SAP Payroll. The experience must include:
 - US Payroll - SAP US PY Taxation, Earnings and Deductions, BSI Tax Factory, W2, Tax Reporter, Tax Models, IDocs, Symbolic accounts, GL accounts.
 - Strong understanding of various benefits, benefits plans, and experience with integrations with various benefits vendors, e.g., 401K, Fidelity, Health & Wellness.
 - Excellent Knowledge of SAP Payroll Schema and Rules.
 - In Depth experience of SAP Payroll based Interfaces and Reports.
 - Manage year-end activities and ADP Interface Updates.
 - Knowledge of Finance posting and 3rd Party posting.
- 5 years' experience in managing small and medium size projects as it relates SAP HR/Payroll.



Job ID

REF6920K

Field of work

Information Technology

Location

Auburn Hills

Leadership level

Leading Self

Legal Entity

AUMOVIO Systems, Inc.

- 5 years' experience managing multiple projects and working with the other members of the payroll IT team to make sure the projects are delivered on time and without any issues.
- Extensive experience working with the key business stakeholder, vendors and other teams to gather/deliver requirements and manage their expectations.
- Must have a minimum of 3 years of experience in SAP US Payroll implementations from conception or integration.
- Excellent communication and presentation skills.

OPEN TO VISA?

- Legal authorization to work in the U.S. is required. We will not sponsor individuals for employment visas now or in the future for this job posting.

RELOCATION PACKAGE OFFERED?

- Yes, this position may offer relocation assistance.

ADDITIONAL WAYS TO STAND OUT

- ABAP-HR experience in the development of the US Payroll Module.
- 12 years of functional experience with SAP Payroll. The experience must include:
 - US Payroll - SAP US PY Taxation, Earnings and Deductions, BSI Tax Factory, W2, Tax Reporter, Tax Models, IDocs, Symbolic accounts, GL accounts.
 - Strong understanding of various benefits, benefits plans, and experience with integrations with various benefits vendors, e.g., 401K, Fidelity, Health & Wellness.
 - Excellent Knowledge of SAP Payroll Schema and Rules.
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Our offer

THE PERKS

- Immediate Benefits
- Robust Total Rewards Package
- Paid Time Off
- Volunteer Time Off
- Employee Discounts
- Competitive Bonus Programs
- Employee 401k Match
- Diverse & Inclusive Work Environment with 20+ Employee Resource groups.
- Employee Assistance Program
- Future Growth Opportunities, including personal and professional
- And many more benefits that come with working for a global industry leader!

All your information will be kept confidential according to EEO guidelines.

EEO-Statement:

EEO / AA / Disabled / Protected Veteran Employer. AUMOVIO offers equal employment opportunities to all qualified individuals, without regard to unlawful consideration to race, color, sex, sexual orientation, gender identity, age, religion, national origin, disability, veteran status, or any other status protected by applicable law. In addition, as a federal contractor, AUMOVIO complies with government regulations, where they apply, including affirmative action responsibilities for qualified individuals with a disability and protected veterans. To be considered, you must apply for a specific position for which AUMOVIO has a current posted job opening. Qualifying applications will be considered only for the specific opening(s) to which you apply. If you would like to be considered for additional or future job openings, we encourage you to reapply for other opportunities as they become available. Further, AUMOVIO provides reasonable accommodations to qualified individuals with a disability.

Ready to take your career to the next level? The future of mobility isn't just anyone's job. Make it yours! **Join AUMOVIO. Own What's Next.**

About us

Since its spin-off in September 2025 AUMOVIO continues the business of the former Continental group sector Automotive as an independent company. The technology and electronics company offers a wide-ranging portfolio that makes mobility safe, exciting, connected, and autonomous. This includes sensor solutions, displays, braking and comfort systems as well as comprehensive expertise in software, architecture platforms, and assistance systems for software-defined vehicles. In the fiscal year 2024 the business areas, which now belong to AUMOVIO, generated sales of 19.6 billion Euro. The company is headquartered in Frankfurt, Germany and has about 87.000 employees in more than 100 locations worldwide.