HR IT - SAP HCM and Fiori Engineer (m/f/d)

Your tasks

We are seeking a detail-oriented and analytical HR IT - SAP HCM and Fiori Engineer to join our team in Timișoara, Romania. In this role, you will be responsible for designing, implementing, and maintaining our SAP HCM system and Fiori applications to support our human resources operations. You will work closely with HR and the HR IT Core team to optimize processes, ensure system stability, and deliver innovative solutions that enhance our organizational efficiency.

- Design, configure, and customize SAP HCM modules to align with organizational HR processes and business requirements
- Develop and enhance SAP Fiori applications and user interfaces to improve user experience and system accessibility
- Perform system analysis, troubleshooting, and optimization to ensure peak performance and minimal downtime
- Collaborate with HR stakeholders to understand business needs and translate them into technical solutions
- Write and maintain technical documentation, including system configurations, customizations, and standard operating procedures
- Provide technical support and guidance to end-users and internal teams on SAP HCM and Fiori functionality
- Participate in change management initiatives and ensure smooth implementation of system enhancements
- Monitor system performance metrics and identify opportunities for process automation and efficiency improvements
- Stay current with SAP HCM and Fiori updates, best practices, and emerging technologies.

Your profile

Required:

- Proven experience with SAP HCM system administration, configuration, and customization
- Solid understanding of HR business processes and organizational structures
- Experience with system integration and data management
- Strong analytical and problem-solving skills with attention to detail
- Excellent organizational and project management abilities
- Ability to work effectively in cross-functional teams

Preferred:

- Expertise in SAP Fiori application development and UI design
- Proficiency in ABAP programming language
- Experience with OData and REST API development
- Knowledge of SAP UI5 framework and modern web technologies
- Familiarity with additional SAP modules (e.g., SuccessFactors, Payroll)

Job ID
REF82007D

Field of work
Information Technology

Location
Timişoara

Leadership level
Leading Self

Legal Entity
AUMOVIO TECHNOLOGIES ROMANIA S.R.L.

- Experience with change management and system implementation projects
- Knowledge of HR analytics and reporting tools
- Certification in SAP HCM or Fiori development
- Experience with Agile development methodologies

Our offer

What we offer:

Pay for Performance:

- Achievement Bonuses and Rewards;
- Recommendation Bonuses for new team members;
- Flexibility Program including flexible hours, mobile work and sabbaticals.

Wellbeing:

- Health & Wellness (Private Health Insurance, Life Insurance, Sport activities etc.);
- Different discounts (glasses, medical, shopping);
- In-house restaurant & coffee corners.

Life-Long Learning:

- Dedicated Programs and Conferences;
- Free Language Courses (English, German, French etc);
- Access to e-learning platforms;
- Career development opportunities (local and international);
- Internal development communities (Experts, Agile Community of Practice, Artificial Intelligence etc).

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About us

In September 2025, AUMOVIO emerged as a spin-off from Continental's former Automotive group sector and has since established itself as an independent technology company. The company offers a broad portfolio for safe, exciting, connected and autonomous mobility, including sensor solutions, displays, brake and comfort systems as well as extensive expertise in software, architecture platforms and advanced driver assistance systems for software-defined vehicles. In fiscal year 2025, AUMOVIO generated sales of € 18.5 billion. Headquartered in Frankfurt am Main, AUMOVIO has around 82,000 employees at more than 80 locations worldwide.