

Birkenstock USA, LP

Position title: Principal IT Finance Solutions Analyst

Purpose and objectives of the job:

The Principal IT Finance Solutions Analyst is a senior individual contributor responsible for end-to-end ownership of IT solutions supporting the Finance domain within the Americas region.

This role serves as the functional authority for SAP S/4HANA Finance and related systems, combining deep business process knowledge, hands-on system capability, and disciplined execution. The role ensures Finance solutions are accurate, scalable, compliant, and aligned to business needs.

The Principal IT Finance Solutions Analyst operates independently, exercises strong judgment in time-sensitive situations, and is accountable for solution correctness, sustainability, and stakeholder trust.

Tasks and responsibilities:

End-to-End Domain Ownership

- Act as the principal functional authority for SAP S/4HANA Finance (RTR, PTP, OTC, Fixed Assets, and related integrations).
- Own full business flow design within Finance, ensuring upstream and downstream impacts are considered before implementation.
- Avoid point fixes by validating cross-functional impacts and long-term sustainability of proposed solutions.
- Design solutions that fully meet Americas business requirements while maintaining clean design principles that allow for potential global reuse without over-engineering.
- Maintain comprehensive understanding of Finance business processes, accounting principles, and internal control requirements.
- Define and uphold standards for solution design, documentation, testing, and validation within the Finance domain.
- Ensure Finance solutions align with enterprise integration patterns and operational requirements.
- Provide direction and oversight to AMS partners to ensure quality, completeness, and correctness of delivered work.

Solution Design & System Execution

- Independently analyze business requirements and translate them into accurate, scalable IT solutions.
- Perform hands-on SAP S/4HANA configuration and related system changes where appropriate.
- Validate solutions end-to-end, including integration points (e.g., banking, Concur, third-party systems).
- Ensure changes are thoroughly tested through documented test scripts and structured validation.
- Minimize rework by confirming requirements and assumptions early and in writing.
- Maintain disciplined transport and change management practices to reduce urgent fixes and rollbacks.
- Ensure proper documentation for audit and compliance purposes, including SOX-relevant controls.

Ownership & Accountability

- Own outcomes, not just tasks; accountable for correctness and completeness of delivered solutions.
- Anticipate risks, surface issues early, and communicate clearly before problems escalate.
- Maintain ownership of urgent issues through resolution, including coordination with third-party vendors.
- Demonstrate sound judgment in finance-critical or time-sensitive scenarios.
- Ensure solutions are production-ready and validated prior to release.



Business Partnership

- Serve as a trusted IT partner to Finance stakeholders, including Controller, Assistant Controller, AP/AR leadership, and Finance Managers.
- Assess whether business requests require system changes or can be resolved through process, data usage, controls, or operational adjustments before initiating configuration work.
- Clearly articulate system behavior, constraints, and solution options in business-relevant language.
- Demonstrate strong understanding of Finance operations and accounting concepts.
- Support Finance-driven process optimization and continuous improvement initiatives.

Interfaces / Relationships:

Internal Interfaces

- Senior Manager, IT Applications
- US and Canada Finance Business Teams
- Americas and HQ IT Teams
- Internal Audit and SOX Compliance
- PMO and Project Teams

External Interfaces

- AMS partners (e.g., SAP support providers)
- Third-party application vendors

Competencies:

- Strong analytical and structured problem-solving ability
- End-to-end process thinking
- High degree of ownership and accountability
- Risk awareness and proactive communication
- Disciplined execution and validation mindset
- Ability to balance business urgency with system integrity
- Cross-functional impact assessment
- Independent decision-making within defined domain authority

Qualifications:

- 7–10+ years of SAP Finance experience, including SAP S/4HANA (2022 or later preferred)
- Hands-on SAP configuration experience in core Finance modules (FI/CO)
- Strong understanding of financial accounting processes (GL, AP, AR, Fixed Assets, banking interfaces)
- Experience supporting SOX-controlled environments and audit processes
- Experience working with AMS or third-party support partners
- Prior business-side Finance experience highly preferred (e.g., Accounting, Controlling, or Financial Operations background)
- Retail or fashion industry experience preferred

Personal Skills

- Clear and confident communicator in business terms
- Comfortable operating independently with limited oversight
- Strong professional judgment under pressure
- Detail-oriented with high accuracy standards
- Collaborative and respectful cross-functional partner
- Calm and composed in time-sensitive situations
- Continuous improvement mindset



Job Description



Working conditions:

- Fully Remote with occasional travel to Birkenstock USA in Novato, CA.

Salary:

\$155,000-\$175,000

If this job description is not created in relation to a personnel requisition:

How to apply

Please send resume to Katelynn.ramos@birkenstock.com title should read "Principle IT Finance Solutions Analyst"

Reports to

Senior Manager, IT Applications

Business Unit

Birkenstock Americas

Department

Information Technology

Location

Remote (West Coast preference)

