

Role Description

Title	SAP Developer
Manager Title	Team Lead SAP
Directorate and Group	Information Systems and Services (ISS), Organisational Support
Band	F
Date	October 2025
Approved By	Chief Information Officer, Information Systems and Services

Public Service

Ka mahitahi mātou o te ratonga tūmatanui hei painga mō ngā tāngata o Aotearoa

I āianeī, ā, hei ngā rā ki tua hoki, he kawenga tino whitake tā mātou hei tautoko i te Karauna i runga i āna hononga ki a Ngāi Māori i raro i te Tiriti o Waitangi. Ka tautoko mātou i te kāwanatanga manapori. Ka whakakotahingia mātou e te wairua whakarato ki ō mātou hapori, ā, e arahina ana mātou e ngā mātāpono me ngā tikanga matua o te ratonga tūmatanui i roto i ā mātou mahi.

In the public service we work collectively to make a meaningful difference for New Zealanders now and in the future. We have an important role in supporting the Crown in its relationships with Māori under the Treaty of Waitangi. We support democratic government. We are unified by a spirit of service to our communities and guided by the core principles and values of the public service in our work.

About DOC

The Department of Conservation Te Papa Atawhai (DOC) serves to protect and restore nature spaces and species across Aotearoa.

At the heart of our success is our strong DOC culture, built on clear values. Our integrity grounds us, our connections take us further together, we empower ourselves and others to do the best work, so we achieve more for nature and New Zealand.

Role purpose

The purpose of this role is to provide technical development expertise for DOC's SAP systems, developing and maintaining SAP solutions.

General

Employees are required to respond to DOC's changing needs, performing other tasks as reasonably required.

DOC may make reasonable changes to the role in consultation with the role holder.

You are required to maintain a strict sense of personal ethics, maintain confidentiality and privacy, and abide by the Code of Conduct.

Accountabilities

Accountability	Including
SAP Solution Development and Customization	<p>Developing, customizing, and configuring SAP solutions including ABAP programs, reports, interfaces, forms, and workflows</p> <p>Translating business requirements into functional technical solutions that meet user needs</p> <p>Creating and modifying SAP developments across reports, interfaces, conversions, enhancements, and forms (RICEF)</p> <p>Developing user exits, BAdIs, and enhancement implementations to extend standard SAP functionality</p> <p>Building custom transactions, screen programs, and dialog applications</p>
Technical Implementation and Quality	<p>Writing efficient, maintainable code following established development standards and best practices</p> <p>Conducting unit testing and supporting integration testing of developed solutions</p> <p>Optimizing code performance and ensuring database query efficiency</p> <p>Debugging and troubleshooting technical issues in SAP developments</p> <p>Creating and maintaining technical documentation for developed solutions</p>
Integration and Data Management	<p>Developing SAP integration solutions using IDocs, BAPIs, RFCs, and web services</p> <p>Creating and maintaining interfaces for system connectivity and data exchange</p> <p>Supporting data migration and conversion activities</p> <p>Working with SAP database concepts and SQL optimization techniques</p> <p>Ensuring data integrity and proper error handling in integrations</p>
Agile Team Collaboration	<p>Working within an agile team environment to deliver high-quality SAP developments</p> <p>Participating actively in sprint planning, daily stand-ups, retrospectives, and other agile ceremonies</p> <p>Collaborating with the Lead SAP Developer, SAP Scrum Master, Business Analysts, and end users</p> <p>Contributing to continuous improvement of development practices and team processes</p> <p>Building internal SAP development capability and reducing reliance on external resources</p>
Business Engagement and Requirements Analysis	<p>Collaborating closely with the Functional Leads, SAP Specialists, SAP Scrum Master and business users to support the delivery of high-quality solutions</p>

Accountability	Including
	<p>Translating technical concepts into business language for non-technical stakeholders</p> <p>Providing input into solution design discussions and technical feasibility assessments</p> <p>Supporting user acceptance testing and addressing feedback</p> <p>Delivering solutions that enable DOC's conservation mission and business objectives</p>
Collaboration and relationship management	<p>Working collaboratively with teams across DOC and contributing effectively to cross-functional teams</p> <p>Building and maintaining effective relationships with key individuals and groups from relevant sectors and organisations</p> <p>Representing DOC and coordinating cross-agency initiatives within area of responsibility</p>
Work management and delivery	<p>Delivering on tasks as set out in work plans, performance expectations, and task assignments</p> <p>Identifying critical issues and risks and ensure they are constructively raised and addressed</p> <p>Managing knowledge and information to ensure it is secure, current, and appropriate access protocols are applied</p> <p>Taking all practical steps to ensure your own safety and the safety of others</p>

Capability

Capabilities required	
Specialist skills, knowledge, and qualifications	<p>SAP Development Expertise</p> <p>Strong technical expertise in SAP ABAP programming including classical and object-oriented approaches</p> <p>Experience developing reports, interfaces, conversions, enhancements, and forms (RICEF objects)</p> <p>Demonstrated experience delivering SAP solutions in enterprise environments</p> <p>Knowledge of ABAP development best practices, coding standards, and performance considerations</p> <p>Familiarity with SAP development lifecycle and transport management</p> <p>SAP Functional Knowledge</p> <p>Good understanding of core SAP modules including Finance, MM (Materials Management) and EAM (Enterprise Asset Management)</p> <p>Knowledge of SAP business processes, data structures, and standard functionality</p>

Capabilities required	
	<p>Understanding of configuration options and customizing to support effective solution design</p> <p>Ability to work with functional specifications and translate them into technical designs</p> <p>Database and Integration Skills</p> <p>Proficiency in SAP database concepts including internal tables, database tables, and data dictionary objects</p> <p>SQL optimization techniques and performance tuning for database operations</p> <p>Experience with integration technologies including IDocs, BAPIs, RFCs, and web services</p> <p>Knowledge of data exchange mechanisms and system connectivity approaches</p> <p>Understanding of data migration and conversion techniques</p> <p>Development Tools and Methodologies</p> <p>Experience with SAP development tools including SE80 (ABAP Workbench) and ADT (ABAP Development Tools/Eclipse)</p> <p>Proficiency in debugging techniques and problem resolution approaches</p> <p>Familiarity with version control systems and change management processes</p> <p>Experience working in agile development environments and team-based delivery</p> <p>Knowledge of software development lifecycle and testing methodologies</p> <p>Problem-Solving and Analytical Skills</p> <p>Strong analytical and problem-solving abilities for troubleshooting technical issues</p> <p>Experience optimizing code performance and improving solution efficiency</p> <p>Ability to implement effective solutions to complex business requirements</p> <p>Systematic approach to testing and quality assurance</p> <p>Attention to detail and commitment to delivering quality solutions</p> <p>Communication and Collaboration</p> <p>Ability to work effectively with business users and understand their needs</p> <p>Skills in translating technical concepts into business language for non-technical stakeholders</p> <p>Collaborative approach to working within agile development teams</p> <p>Good written and verbal communication skills</p> <p>Ability to document technical solutions clearly and comprehensively</p> <p>Additional beneficial qualifications include:</p>

Capabilities required	
	<p>Relevant tertiary qualification in Computer Science, Software Engineering, Information Technology, or related field</p> <p>SAP certifications (ABAP Development Associate, Technology Associate, or specific module certifications)</p> <p>Experience with SAP Fiori, SAP UI5, or other modern SAP development technologies</p> <p>Knowledge of SAP S/4HANA and SAP Cloud Platform</p> <p>Experience in public sector or conservation/environmental sector organisations</p> <p>Equivalent experience in enterprise software development</p>
Collaboration, relationship building, communication and interpersonal skills	<p>Interacts productively with a wide range of people</p> <p>Seeks and considers other perspectives</p> <p>Works effectively to solve problems, gains trust easily and supports peers</p> <p>Demonstrates and fosters collaboration across teams</p>
Organisation contribution	<p>Provides considered feedback and input to decision making</p> <p>Identifies and suggests opportunities to do things differently</p> <p>Proactively seeks to understand organisational and wider context of role</p>
Delivering results	<p>Plans and organises work to deliver on objectives</p> <p>High personal and professional standards and accuracy</p>
Treaty Partnership	<p>Understands where the Māori Crown relationship is important to DOC</p> <p>Able to use day-to-day te reo and tikanga at work, e.g. waiata and pepeha</p> <p>Knows to seek advice or support when required</p>

Key working relationships

Internal	External
<p>SAP Technical Lead</p> <p>SAP Scrum Master</p> <p>Business Analysts</p> <p>SAP Basis Support</p> <p>SAP Functional Leads</p> <p>SAP Specialists</p> <p>Testing and quality assurance teams</p>	<p>SAP vendor and support partners</p> <p>External SAP consultants and developers</p> <p>Technology solution providers</p> <p>SAP User Groups and developer communities</p>

You are required to comply with the standard operating requirements of DOC, i.e., you must comply with the financial, health and safety, legal, people and other delegations set out in Standard Operating Procedures, policies, and instructions (refer to the Intranet for further information).