

Job Description

Role: SAP CO Consultant

Location: Mumbai, India

Job Type: Full-time

About Us: Established in 2017 in the UK, Percipere is a Cloud ERP and enterprise technology consultancy operating across the UK, Middle East and India. We implement SAP Cloud ERP and Acumatica, extend solutions through our proprietary technology and AI ecosystem and support customers beyond go-live. Our expertise spans manufacturing, wholesale and distribution, finance transformation, project-led engineering and construction, and selected financial services organizations. We deliver complex, high-value transformation programmes to senior finance, operations, supply-chain and technology leaders across global markets. We have ambitious growth targets and this role will be pivotal in helping us achieve them.

Experience Required: 4-7 Years

Role Requirement: We are seeking an experienced SAP CO (Controlling) Consultant with 4+ Years of expertise in SAP ECC to join our Mumbai-based team as a Consultant.

You will specialize in designing and implementing advanced cost accounting, product costing, and profitability solutions. This is an external hiring opportunity for strategic consulting delivery with a focus on Product Costing and Profitability Analytics.

Key Responsibilities:

- Design and configure SAP CO module components in ECC/S4HANA, with deep focus on Product Costing (CO-PC), Profitability Analysis (CO-PA), and Cost Center Accounting
- Lead comprehensive process modeling for costing workflows: Actual Costing, Standard Costing, Plan Costing, and Variance Analysis
- Configure Material Ledger, Cost Object Controlling, and advanced overhead allocation methods
- Conduct cost accounting close procedures and ensure reconciliation between FI and CO
- Conduct fit to standard, gap analysis and prepare end-to-end solution design documents and technical specifications
- Execute system integration testing, user acceptance testing (UAT), and performance tuning for costing transactions
- Support post-go-live operations: troubleshoot variances, optimize month-end closing cycles, and monitor system health
- Mentor junior consultants and client teams on SAP CO best practices and emerging features

Required Qualifications:

- Minimum 4+ years of hands-on experience with SAP CO environments
- Expert-level knowledge of Product Costing (CO-PC): Standard Cost Estimate, Actual Costing, Material Ledger, Variance Analysis

- Strong proficiency in Profitability Analysis (CO-PA): Operating Concern design, Segment Levels, Market Segment definitions, P&L reporting
- Solid understanding of integration with Materials Management (MM), Production Planning (PP), and Sales & Distribution (SD)
- Experience with month-end close cycles
- Bachelor's degree in Accounting, Finance, IT or equivalent professional experience

Desired / Nice-to-have-skills

- Hands-on experience with SAP S/4HANA (Private Cloud or Public Cloud) and margin analysis.
- Familiarity with Fiori apps for CO
- Understanding of Material Management (MM), Sales & Distribution (SD) and Project System (PS) integration with CO
- Previous consulting experience or boutique SAP implementation partner
- SAP CO Certification (Associate or Expert level)

Core Competencies and Soft Skills

- Strong Communication: Ability to articulate complex financial concepts to non-technical stakeholders and executives
- Analytical Thinking: Problem-solving mindset with attention to data accuracy, reconciliation, and completeness
- Client-Facing Skills: Excellent interpersonal skills, ability to manage expectations and deliver under pressure
- Adaptability & Learning Agility: Capacity to quickly learn new domains, industries, and technologies
- Team Collaboration: Experience working in multi-functional teams and knowledge-sharing culture
- Travel: Limited (as per project requirements)