

BABU SELVAM

Technology Lead

SUMMARY

Accomplished Technology Lead with 16+ years of experience driving SAP S/4HANA implementations, data migrations, and enterprise-scale transformations. Proven expertise in managing complex SAP projects across ABAP, Fiori, MuleSoft, and cloud technologies, with a strong track record of delivering zero-downtime releases and leading global teams. Combines deep technical knowledge with strategic leadership to align technology solutions with business objectives and ensure enterprise architecture compliance.

SKILLS

SAP S/4HANA | SAP Project Management | ABAP Development | SAP Fiori | MuleSoft | OutSystems | Redwood | OpenText | SAP RISE | SAP Activate | Agile Methodologies | SAP Solution Manager | ChaRM | Data Migration | System Architecture | Code Synchronization | RICEFW Development | SAP MM | SAP PM | SAP PP | SAP TM | SAP SCM | SAP SD | SAP FI | SAP RE-FX | SAP PS | SAP HR | Order-to-Cash (OTC) | Plan-to-Produce | ABAP Test Cockpit (ATC) | CDS Views | SMARTFORMS | BADI | BAPI | User Exits | Cross-platform Integration | Cutover Management | Go-Live Operations | Hypercare Support | Environment Build | Dual Landscape Maintenance | Resource Allocation | Capacity Planning | Global Team Management | Vendor Transition | Process Automation | Quality Assurance | Enterprise Architecture | Cloud Migration | Risk Mitigation | Budget Control | Stakeholder Management

EXPERIENCE

Technology Lead — Accenture LLP - Client: Stericycle

Aug 2020 – Present • Dallas, TX

- Led end-to-end SAP S/4HANA Greenfield Technology delivery for multiple business units, managing various technologies and teams for ABAP, Fiori, MuleSoft, OutSystems, Redwood, and OpenText to achieve cross-platform automation and data flow
- Architected and enforced technology processes, development standards, and onboarding playbooks, reducing ramp-up time and improving code quality
- Directed project estimation, capacity planning, and resource allocation across a global (US, Canada, India) onshore-offshore model to meet aggressive timelines and budget targets
- Owned environments build and dual-landscape configuration, implementing robust code synchronization to eliminate integration drift and accelerate releases
- Managed daily technical execution and delivery governance, ensuring milestones met with measurable KPI adherence and budget control
- Coordinated cross-value-stream collaboration with product and business leads to align technical deliverables with strategic objectives and business outcomes
- Reviewed and approved technical solution designs and specifications to enforce SAP best practices, performance, and enterprise architecture compliance
- Planned and executed cutover, go-live, and hypercare operations, delivering zero-downtime releases and rapid post-go-live stabilization
- Defined and executed SAP upgrade strategy, leading a successful migration from S/4HANA 1809 to 2023 with comprehensive risk mitigation and validation
- Performed technical feasibility and migration planning for SAP RISE, producing a phased cloud transition roadmap with resource, cost, and dependency management

SAP Development Manager/Technical Lead — Accenture LLP - Client: Boeing

Sep 2017 – Jul 2020

- Led end-to-end SAP S/4HANA Greenfield implementation, driving development across multiple business workstreams using Agile and SAP Activate methodologies
- Established scalable development standards, toolsets, and governance; built and onboarded a high-performing global team
- Delivered three full-cycle S/4HANA deployments, managing complete lifecycle of custom RICEFW object development, testing, and delivery
- Owned development for Order-to-Cash (OTC), ensuring timely, high-quality delivery aligned with evolving business needs and integration points
- Directed Plan-to-Produce development, overseeing technical design, interface integration, and defect resolution
- Managed SAP landscape build including system provisioning, configuration, and synchronization across project phases and workstreams
- Led SAP upgrade from 1809 to 1909, coordinating all technical planning, regression testing, and cutover with zero production downtime
- Maintained multi-system landscape integrity using SAP Solution Manager and ChaRM Retrofit to ensure consistent code and transport synchronization
- Oversaw distributed development teams across four geographies, handling project estimation, planning, execution, and on-time delivery
- Led cutover, go-live, and hypercare efforts, ensuring seamless production deployment and rapid post-go-live stabilization

SAP ABAP Development Lead/Technical Lead — Accenture LLP - Client: Molson Coors

Jun 2016 – Aug 2017

- Led parallel delivery of two SAP projects with staggered go-live timelines, managing ABAP development teams across five global locations: Denver, Milwaukee, Bangalore, Hyderabad, and Mumbai
- Directed full lifecycle of development from planning, estimation, and execution to final delivery while coordinating cross-functional teams in three geographic regions
- Championed ABAP development standards, establishing consistent coding practices, review protocols, introduce innovation and automation and development processes aligned with SAP best practices
- Orchestrated seamless vendor transition, taking over development from a previous partner and realigning delivery under Accenture ownership
- Led large-scale custom code remediation, upgrading legacy code to align with SAP's ATC (ABAP Test Cockpit) standards and modern ABAP guidelines, Code push down CDS
- Acted as central point of coordination between value stream leads, architects, and QA teams to ensure cross-stream alignment and delivery consistency
- Served as SAP Dual Landscape Maintenance Lead, ensuring robust synchronization and code integrity across parallel development and quality systems
- Streamlined development processes, reducing defect rates and rework by implementing automated quality checks and reusable code libraries
- Enabled accelerated delivery cycles, by introducing agile practices within traditional waterfall environments to enhance responsiveness
- Recognized as testing and quality lead, ensuring unit and integration testing completeness, and resolving technical issues early in the development cycle

SAP ABAP Development Lead/Technical Lead — Accenture LLP - Client: Cargill

Sep 2009 – May 2016

- Led ABAP development across key SAP modules (MM, PM, PP, TM, SCM), delivering scalable and high-quality RICEFW objects aligned with business needs
- Directed ABAP team in environment build activities, including system provisioning, refreshes, and SAP system upgrades across multiple landscapes
- Owned technical cutover planning and execution, ensuring seamless deployment with minimal risk across complex system landscapes
- Oversaw multi-landscape synchronization and enhanced ChaRM retrofit processes using SAP Solution Manager to maintain code integrity and traceability
- Managed a blended delivery team of 20+ onshore/offshore ABAP developers and 3 client-side resources, ensuring workload balance and timely execution
- Maintained and optimized team work plans, driving task prioritization, scheduling, and delegation for efficient RICEFW delivery
- Reported project status to senior leadership, presenting progress updates, key metrics, risks, and issue mitigation plans with clarity and precision
- Drove process innovation and automation, implementing tools and practices to reduce manual effort, increase efficiency, and improve development turnaround time
- Engineered ABAP solutions for new system rollouts, enhancements, and ongoing support, ensuring high reliability and technical alignment
- Led enterprise-level reporting initiatives, tracking solution utilization and performance across three complex, multi-system SAP landscapes

Technology/Development Lead — Accenture LLP

Aug 2009 – Present

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SAP Technical Consultant — Wipro Infotech

Oct 2008 – Aug 2009

- Led ABAP development efforts in a full-cycle SAP implementation, delivering SMARTFORMS, enhancements, user exits, custom reports, and dialog programming
- Handled cross-module development across SAP RE-FX, SD, MM, FI, PS, and HR, providing robust and scalable technical solutions tailored to business needs
- Managed a team of 8 developers, mentoring junior members and monitoring delivery quality, timelines, and knowledge growth across functional and technical areas
- Engaged in full development lifecycle, from requirement analysis and functional design sign-offs to technical design, development, and deployment
- Produced high-quality technical designs, reviewed peer deliverables, and enforced adherence to SAP coding and performance standards
- Executed unit testing and troubleshooting, ensuring stability and performance of custom objects in development and production environments
- Collaborated with multiple internal teams and external vendors, enabling smooth coordination, issue resolution, and aligned technical delivery
- Ensured timely and quality delivery, meeting all project deadlines and maintaining high customer satisfaction through proactive communication
- Documented deliverables at each project stage, including development notes, review feedback, testing protocols, KT materials, and go-live summaries

ABAP Programmer — Kalpataru Limited

Feb 2008 – Oct 2008

- Led ABAP development efforts in a full-cycle SAP implementation, delivering SMARTFORMS, enhancements, user exits, custom reports, and dialog programming
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SAP Technical Consultant — HITECH

Oct 2006 – Feb 2008

- Contributed to end-to-end SAP implementation, delivering high-quality custom developments including SMARTFORMS, BADI, BAPI, User-Exits, and dialog programming
- Developed custom reports and interfaces across core SAP modules: Sales & Distribution (SD), Materials Management (MM), Finance (FI), and Production Planning (PP)
- Participated in detailed requirement analysis, collaborating with functional teams for Functional Design (FD) sign-offs and translating business needs into technical solutions
- Prepared robust technical designs and conducted peer reviews to ensure scalable and maintainable code structures
- Executed custom development with a strong focus on SAP best practices, ensuring code reusability, efficiency, and performance
- Led unit testing and troubleshooting, identifying and resolving technical defects to ensure seamless application behavior post-deployment
- Maintained rigorous quality standards, performing self and peer code reviews to uphold development integrity throughout the lifecycle
- Generated detailed documentation at every phase, including development specs, review logs, testing protocols, and knowledge transfer materials
- Provided production support, resolving post-go-live issues and ensuring business continuity through timely fixes and enhancements
- Invested in continuous learning, actively enhancing SAP technical skills and sharing knowledge within the team to build overall technical capability

Software Developer — Mansoft

Jun 2005 – Sep 2006

- Developed and maintained HR applications, participating in full SDLC from requirement analysis and technical design to deployment and support
- Ensured high code quality through self-reviews, adherence to standards, and execution of unit testing and debugging
- Prepared technical documentation at each stage development, testing, reviews, and knowledge transfers—for seamless handover and maintenance
- Provided ongoing software support, troubleshooting production issues and implementing enhancements to meet evolving business needs
- Committed to continuous learning and knowledge sharing, contributing to team growth and process improvement

EDUCATION

B.Tech., Computer Science — Motilal Nehru National Institute of Technology

Jan 2005 – Present

CERTIFICATIONS

SAFe 4 Certified Agilist

Reinvention with Agentic AI