



CASE STUDY

REDUCING SI DEPENDENCY IN SAP PAYROLL TRANSFORMATION

CLIENT PROFILE

A large airline organisation delivering a complex SAP Payroll transformation across the Nordics, alongside parallel payroll and HR programmes across Europe. The programme operated within a highly regulated, high-risk environment where payroll continuity and compliance were critical.

THE CHALLENGE

The organisation was midway through a multi-country SAP Payroll transformation when reliance on system integrator (SI) consultants began to present significant long-term commercial, operational, and knowledge-retention risks. Alongside the complexity of operating across multiple regulated countries, the organisation faced a strategic need to internalise payroll capability in a market with scarce senior SAP Payroll expertise and additional Nordic localisation and language requirements. Without securing a senior payroll leader to own delivery, the programme risked continued SI dependency, escalating costs, reduced agility, and the loss of critical payroll knowledge.

THE SOLUTION

Recann partnered with senior transformation and HR leaders to deliver a targeted search for a specialist SAP Payroll Lead with proven multi-country experience. The focus was on embedding long-term internal capability to reduce system integrator dependency and secure ownership of payroll transformation delivery.

THE OUTCOME

A Senior SAP HCM Payroll Lead was successfully appointed on a long-term engagement, strengthening delivery and embedding internal payroll capability. SI dependency was significantly reduced, payroll risk was controlled, and estimated cost savings of €50–€110 per hour were achieved.

WHY RECANN

Recann specialises in securing scarce enterprise systems talent and reducing system integrator dependency. With access to diminishing SAP Payroll skill markets and strong international reach, Recann is a trusted partner for complex, high-risk transformation programmes.

