

TIB SYSTEMS INC.

CAREER INTELLIGENCE SERIES

Your Job. Your Courses.

A Career Guide for GRC, Security,
Controls, Audit & Compliance

14 Job Roles · 17 Courses · USA · UK · UAE Markets · June 2026
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ROLE INDEX

#	JOB ROLE	LEVEL	ESSENTIAL COURSES
01	SAP GRC Access Control Analyst	Entry to Mid	AC-L1 → AC-L2 → R-02-I
02	SAP Security GRC Specialist (Senior)	Mid to Senior	AC-L2 → AC-L3 → R-02-S
03	SAP Process Control Consultant	Mid	AC-L2 → GRC-PC
04	SOX Controls Analyst	Entry to Mid	AC-L1 → AC-L2 → AC-L3 → CAR-A

#	JOB ROLE	LEVEL	ESSENTIAL COURSES
05	IT Auditor — SAP / Technology Focus	Entry to Mid	AC-L1 → AC-L2 → R-02-J → CAR-B
06	SAP Risk Management Consultant	Mid	AC-L3 → GRCP-RM
	SAP GRC Programme Lead / Enterprise GRC Manager	Senior	R-02-S → AC-L3 → GRCP-PC → GRCP-RM → GRCP-2026 → AC-DD → GRCP-SIM
08	SAP GRC 2026 Migration Consultant	Senior	R-02-S → GRCP-AC → GRCP-2026
09	SAP Security Engineer / S/4HANA Security Architect	Mid to Senior	AC-L3 → R-02-S → GRCP-AC → GRCP-RTM
10	QA Analyst — SAP Implementation	Entry to Mid	R-06-J
11	Senior QA Analyst / QA Manager — SAP Programme	Mid to Senior	R-06-J → R-06-S
12	Compliance Manager / Internal Controls Manager	Mid to Senior	AC-L2 → AC-L3
13	SAP Automated Controls Specialist	Mid	AC-L3 → AC-DD
14	SAP GRC AI Controls Specialist / Joule Governance Analyst	Senior	AC-L3 → AC-DD → R-02-S → GRCP-RTM

ROLE 01

SAP GRC Access Control Analyst

Entry to Mid · 0-3 yrs

USA SALARY

\$65,000-\$85,000

UK SALARY

£40,000-£58,000

UAE SALARY

**AED 12,000-18,000/
mo**

KEY EMPLOYERS

Deloitte · EY · KPMG · PwC · Accenture · IBM · TCS · Capgemini

ROLE OVERVIEW

The most widely advertised entry-level role in the GRC market. You run SoD analyses using GRC Access Control 12.x, review user access, maintain conflict logs, and support senior consultants on client deliverables at Big 4 firms, system integrators, and enterprise GRC teams.

KEY RESPONSIBILITIES

- Run ARA role-level and user-level analyses using GRC Access Control 12.x
- Populate and maintain the SoD Conflict Log; identify false positives
- Review SAP role design against the Authorisation Concept
- Conduct weekly EAM log reviews for Firefighter IDs
- Review ARM configuration for compliance gaps
- Draft Security Gap Assessment Memos for Critical and High findings

TYPICAL QUALIFICATIONS

Bachelor's in IT, Information Systems, or Finance · Basic SAP navigation · SoD and internal controls understanding · MS Excel proficiency · CISA a plus

COURSE PATHWAY — IN THIS ORDER

Step	Code	Course	Priority	Why This Gets You the Job
Step 1	AC-L1	Academy — Foundation	Essential	SAP vocabulary and GRC module literacy. Gateway for all other courses.
Step 2	AC-L2	Academy — Practitioner	Essential	ARA/ARM/EAM/BRM workflow — the exact skills tested in junior GRC interviews.
Step 3	R-02-J	Security GRC — Junior	Essential	Live PetroNova deliverables you can reference as your own work product.
Step 4	CAR-B	Career LMS — IT Audit Path	Recommended	270 STAR scenarios and named-firm targeting for GRC and audit roles.

★ Interview Tip

Know the ARA workflow cold: synchronise → role-level analysis → export → populate SoD Conflict Log → classify false positives. R-02-J gives you a live engagement scenario to describe.

ROLE 02

SAP Security GRC Specialist (Senior)

Mid to Senior · 3-6 yrs

USA SALARY

\$95,000-\$135,000

UK SALARY

£65,000-£92,000

UAE SALARY

**AED 22,000-34,000/
mo**

KEY EMPLOYERS

Deloitte · EY · KPMG · PwC · IBM · Accenture · Wipro · TCS ·
Turnkey Consulting · EPI-USE

ROLE OVERVIEW

Leads the Access Control workstream on live SAP implementations. Designs the SoD ruleset from scratch, leads remediation discussions with implementation partners, governs EAM, supervises junior analysts, and writes the Security domain assurance statement for gate reports.

KEY RESPONSIBILITIES

- Design and govern the SoD ruleset for the client's specific business processes
- Lead the full ARA analysis strategy across implementation phases
- Execute the remediation verification cycle for each SoD fix
- Manage contested false positive decisions with named risk owner documentation
- Supervise junior GRC analysts and quality-review all outputs
- Draft Security domain narratives for Gate Assessment Reports

TYPICAL QUALIFICATIONS

3-6 yrs SAP GRC Access Control 12.x hands-on · Ruleset design experience
 · Client-facing delivery · CISA preferred · Bachelor's required

COURSE PATHWAY — IN THIS ORDER

Step	Code	Course	Priority	Why This Gets You the Job
Step 1	AC-L2	Academy — Practitioner	Essential	Junior GRC foundation. Essential if any knowledge gaps exist.
Step 2	R-02-J	Security GRC — Junior	Essential	Operational baseline — the floor from which R-02-S builds.
Step 3	R-02-S	Security GRC — Senior	Essential	Ruleset design, remediation verification, EAM governance — the defining course for this role.
Step 4	AC-L3	Academy — Advanced	Recommended	ISO 27001, NIST, Fiori controls — senior interview differentiators.
Step 5	CAR-B	Career LMS — IT Audit Path	Optional	STAR scenario prep and firm targeting for senior GRC interviews.

★ Interview Tip

Walk through how you build an SoD ruleset from scratch. R-02-S teaches this as a 5-stage process you can describe precisely — most candidates cannot answer this question at all.

ROLE 03

SAP Process Control Consultant

Mid · 3-6 yrs

USA SALARY

\$90,000-\$125,000

UK SALARY

£60,000-£88,000

UAE SALARY

**AED 20,000-30,000/
mo**

KEY EMPLOYERS

EY Risk Advisory · KPMG Advisory · Deloitte Enterprise Security
· PwC Risk & Compliance · Protiviti · Accenture

ROLE OVERVIEW

Configures and implements the SAP GRC Process Control module for clients undergoing SOX programmes or operational control transformation. Translates the client's control framework into automated monitoring rules, self-assessment surveys, and CCM dashboards inside the SAP PC system.

KEY RESPONSIBILITIES

- Design and configure the client's control catalogue in SAP GRC Process Control
- Build automated monitoring rules for high-risk transactions
- Configure Continuous Control Monitoring dashboards and exception workflows
- Set up self-assessment surveys and manage campaign rollouts
- Design the issue management and remediation workflow for control failures
- Prepare SOX ITGC and application control test evidence for external auditors

TYPICAL QUALIFICATIONS

3–6 yrs SAP GRC · SAP PC configuration preferred · SOX 404 controls knowledge · CPA/CIA/CISA is a differentiator · Bachelor's in Accounting, Finance, or IT

COURSE PATHWAY — IN THIS ORDER

Step	Code	Course	Priority	Why This Gets You the Job
Step 1	AC-L2	Academy — Practitioner	Essential	GRC foundation — PC interviews always test GRC suite understanding first.
Step 2	GRCP-PC	GRC Pro — Process Control	Essential	The only course teaching SAP PC configuration operationally. Directly tested in every PC Consultant interview.
Step 3	GRCP-AC	GRC Pro — Access Control	Recommended	Advanced AC knowledge for the AC-to-PC integration employers expect.
Step 4	GRCP-2026	GRC Pro — GRC 2026 Migration	Recommended	PC module changes in GRC 2026 — increasingly tested as firms plan migration.
Step 5	CAR-A	Career LMS — SOX Controls Path	Recommended	SOX STAR scenarios and firm targeting for advisory

Step	Code	Course	Priority	Why This Gets You the Job
				and controls roles.

★ **Interview Tip**

Know the difference between automated, manual, and IT-dependent manual controls — and when to use each. GRCP-PC D2 (Control Framework Design) prepares you for this question exactly.

ROLE 04

SOX Controls Analyst

Entry to Mid · 1-4 yrs

USA SALARY**\$70,000-\$100,000****UK SALARY****£45,000-£70,000****UAE SALARY****AED 14,000-22,000/
mo****KEY EMPLOYERS**Fortune 500 in-house SOX teams · Big 4 SOX practices ·
Protiviti · BDO · RSM · Financial services · Energy companies

ROLE OVERVIEW

Designs, tests, and documents internal controls under SOX 404 or equivalent frameworks in SAP environments. Works with business process owners, IT, and external auditors to ensure SAP-based controls are designed and tested annually. Accessible to finance or accounting candidates who develop SAP and ITGC knowledge.

KEY RESPONSIBILITIES

- Perform annual walkthroughs of SOX in-scope processes (P2P, O2C, R2R, HR/Payroll)
- Design and test IT General Controls covering logical access and change management
- Test application controls embedded in SAP (3-way match, duplicate invoice, period lock)
- Document control design and operating effectiveness evidence
- Coordinate with Big 4 external auditors during annual SOX fieldwork
- Track control deficiencies and follow up remediation plans

TYPICAL QUALIFICATIONS

1-4 yrs in external or internal audit · SOX 404 and COSO framework knowledge · SAP navigation is a differentiator · CPA/CIA/CISA preferred · Bachelor's in Accounting or Finance

COURSE PATHWAY — IN THIS ORDER

Step	Code	Course	Priority	Why This Gets You the Job
Step 1	AC-L1	Academy — Foundation	Essential	SAP literacy baseline for candidates with no prior SAP exposure.
Step 2	AC-L2	Academy — Practitioner	Essential	GRC ARA and SoD — directly applicable to ITGC logical access testing.
Step 3	AC-L3	Academy — Advanced	Essential	P2P/OTC/R2R process controls — the core SOX content for this role.
Step 4	GRCP-PC	GRC Pro — Process Control	Recommended	Automated control monitoring and SOX ITGC testing differentiates you.
Step 5	CAR-A	Career LMS — SOX Controls Path	Essential	270 SOX STAR scenarios calibrated exactly to this job title.

★ Interview Tip

Know the difference between control deficiency, significant deficiency, and material weakness. Describe a control you would test in SAP. AC-L3's P2P/OTC/R2R content and CAR-A STAR scenarios prepare you for both.

ROLE 05

IT Auditor — SAP / Technology Focus

Entry to Mid · 0-4 yrs

USA SALARY

\$68,000-\$105,000

UK SALARY

£42,000-£72,000

UAE SALARY

**AED 13,000-22,000/
mo**

KEY EMPLOYERS

Big 4 all IT audit practices · Protiviti · Crowe · Grant Thornton · BDO · HSBC · Barclays · Standard Chartered · Energy companies

ROLE OVERVIEW

Conducts audit engagements over SAP environments covering ITGCs, application controls, logical access, and change management. Exists across Big 4 external audit, large corporate internal audit functions, and specialist technology risk advisory firms. One of the most frequently advertised roles across all three TIB markets.

KEY RESPONSIBILITIES

- Plan and execute IT audit engagements covering ITGC and application control domains
- Test logical access controls — provisioning, access reviews, privileged access
- Test change management controls — segregation of approver and developer
- Review SAP GRC Access Control configuration and SoD analysis as audit evidence
- Document audit findings, assess risk ratings, and draft finding narratives
- Present findings to IT management and track remediation status

TYPICAL QUALIFICATIONS

0–4 yrs in IT audit or information security · ITGC framework knowledge (COBIT, COSO, ISO 27001) · SAP knowledge is a strong differentiator · CISA highly valued · Bachelor's in IT, Computer Science, or Accounting

COURSE PATHWAY — IN THIS ORDER

Step	Code	Course	Priority	Why This Gets You the Job
Step 1	AC-L1	Academy — Foundation	Essential	SAP vocabulary — the technical baseline every IT audit interview assumes.
Step 2	AC-L2	Academy — Practitioner	Essential	GRC ARA, ARM, EAM maps directly to ITGC logical access audit testing.
Step 3	R-02-J	Security GRC — Junior	Essential	PetroNova deliverables serve as concrete portfolio evidence in technical interviews.
Step 4	CAR-B	Career LMS — IT Audit Path	Essential	270 IT Audit STAR scenarios and Big 4 firm-specific targeting.
Step 5	GRCP-AM	GRC Pro — Audit Management	Optional	SAP AM module knowledge is a differentiator for GRC-integrated audit programmes.

★ Interview Tip

'Walk me through how you would audit logical access controls in SAP.' The answer covers SoD analysis, role design review, access certification, and privileged access. R-02-J and AC-L2 teach this operationally — candidates who describe it with SAP mechanics consistently outperform those who know theory alone.

ROLE 06

SAP Risk Management Consultant

Mid · 3-6 yrs

USA SALARY**\$100,000-\$140,000****UK SALARY****£68,000-£98,000****UAE SALARY****AED 24,000-36,000/
mo****KEY EMPLOYERS**OMV · Aramco ecosystem · Sanofi · Pfizer · HSBC · Barclays ·
EY Risk Advisory · KPMG Advisory · Deloitte Risk & Financial
Advisory

ROLE OVERVIEW

Implements the SAP GRC Risk Management module, translating the client's enterprise risk framework into a configured risk catalogue, KRI monitoring dashboard, and board-level risk reporting infrastructure. High demand in energy, pharma, and financial services where regulatory pressure requires quantified, technology-supported risk posture.

KEY RESPONSIBILITIES

- Design and build the client's risk catalogue in SAP GRC Risk Management
- Configure risk assessment workflows with inherent and residual scoring
- Design KRIs and configure automated monitoring and threshold alerting
- Build risk response and treatment plan workflows
- Configure executive risk dashboards and board-level heatmap reporting
- Integrate RM with Process Control and Access Control modules

TYPICAL QUALIFICATIONS

3-6 yrs SAP GRC · SAP RM module configuration preferred · COSO ERM / ISO 31000 knowledge · CRISC is a strong differentiator · Bachelor's in Finance, Information Systems, or Risk Management

COURSE PATHWAY — IN THIS ORDER

Step	Code	Course	Priority	Why This Gets You the Job
Step 1	AC-L3	Academy — Advanced	Essential	Governance frameworks (ISO 27001, NIST) — the conceptual foundation RM Consultants need.
Step 2	GRCP-RM	GRC Pro — Risk Management	Essential	The only course teaching SAP RM end-to-end. Risk catalogue, KRI design, board dashboards — all tested in RM Consultant interviews.
Step 3	GRCP-AC	GRC Pro — Access Control	Recommended	GRC suite architecture — RM Consultants must understand how AC feeds risk data into RM.
Step 4	GRCP-2026	GRC Pro — GRC 2026 Migration	Recommended	RM in GRC 2026 — Joule-assisted KRI design is a

Step	Code	Course	Priority	Why This Gets You the Job
				first-mover differentiator.

★ Interview Tip

'How do you identify KRIs for a client and configure monitoring thresholds in SAP GRC?' Most candidates cannot answer concretely. GRCP-RM D4 (KRI Design) walks through identification, threshold configuration, and data source linkage — be ready to describe this in full.

ROLE 07

SAP GRC Programme Lead / Enterprise GRC Manager

Senior · 6-12 yrs

USA SALARY

\$150,000-\$210,000

UK SALARY

£100,000-£150,000

UAE SALARY

**AED 42,000-62,000/
mo**

KEY EMPLOYERS

Big 4 Director/Manager level · Protiviti · RSM · BDO · Large enterprise internal GRC leads · ADNOC · Saudi Aramco ecosystem

ROLE OVERVIEW

The most senior practitioner role in the SAP GRC market. Oversees the full GRC suite implementation — AC, PC, RM, and AM — for a major client or as head of an internal GRC centre of excellence. Presents to Boards, manages GRC specialist teams, and owns the commercial relationship.

KEY RESPONSIBILITIES

- Lead a multi-workstream GRC programme across AC, PC, RM, and AM simultaneously
- Design the GRC governance architecture — module selection, integration, deployment model
- Present programme status and risk posture to the Board Audit Committee
- Build and manage teams of GRC specialists and QA analysts
- Govern the GRC 2026 migration strategy and advise on Embedded vs Hub deployment
- Produce the External Audit Readiness Report for Big 4 external audit engagement

TYPICAL QUALIFICATIONS

6–12 yrs SAP GRC across at least 3 full implementations · C-suite stakeholder management · Full suite knowledge — not just one module · CISA/CRISC/CISSP required · Track record of commercial management

COURSE PATHWAY — IN THIS ORDER

Step	Code	Course	Priority	Why This Gets You the Job
Step 1	R-02-S	Security GRC — Senior	Essential	Security GRC leadership — floor-level expectation at this seniority.
Step 2	AC-L3	Academy — Advanced	Essential	Governance frameworks and Management Letter — senior delivery foundation.
Step 3	GRCP-PC	GRC Pro — Process Control	Essential	PC is the module most GRC Managers are weakest in. Mastering CCM is a Director-level differentiator.
Step 4	GRCP-RM	GRC Pro — Risk Management	Essential	RM for board-level risk reporting — required to speak credibly at Audit Committee level.
Step 5	GRCP-2026	GRC Pro — GRC 2026 Migration	Essential	GRC Managers who cannot lead GRC 2026 discussions will lose competitive bids from 2026.
Step 6	AC-DD	Academy — DeepDive	Essential	Joule AI Controls, CISA prep, board delivery — the principal-level differentiators.
Step 7	GRCP-SIM	GRC Pro — Full Stack SIM	Essential	The only preparation

Step	Code	Course	Priority	Why This Gets You the Job
				forcing simultaneous management of AC+PC+RM+GRC 2026 under pressure.

★ Interview Tip

Interviewers test breadth: 'Can you lead the full programme — not just one module?' The SIM capstone (GRCP-SIM) forces you to triage AC, PC, RM, and GRC 2026 simultaneously in a crisis scenario. This is the single most important preparation for the principal-level interview.

ROLE 08

SAP GRC 2026 Migration Consultant

Senior · 5-10 yrs

USA SALARY

\$130,000-\$180,000

UK SALARY

£90,000-£130,000

UAE SALARY

**AED 36,000-52,000/
mo**

KEY EMPLOYERS

SAP SIs globally · IBM · Accenture · Deloitte · EY · LeverX · EPI-
USE · Turnkey Consulting

ROLE OVERVIEW

An emerging specialist role created by SAP's GRC 12.0 end-of-maintenance timeline. With a migration window running through December 2027, organisations globally need practitioners who understand migration architecture, the Embedded vs Hub decision, SUM/DMO tooling, and Joule AI integration. Very few trained practitioners exist — early movers command a significant premium.

KEY RESPONSIBILITIES

- Lead technical and functional assessment of the client's GRC 12.0 landscape
- Facilitate the Embedded vs Hub deployment decision with client leadership
- Plan and execute SUM/DMO migration — sandbox first, then production
- Identify and resolve custom code, MSMP workflow, and connector migration gaps
- Redesign the Fiori 3 launchpad for GRC 2026
- Configure Joule AI capabilities in the migrated GRC 2026 environment

TYPICAL QUALIFICATIONS

5–10 yrs SAP GRC · Minimum 2 full AC implementations · SAP Basis/ABAP background · SUM/DMO experience · Strong project management capability

COURSE PATHWAY — IN THIS ORDER

Step	Code	Course	Priority	Why This Gets You the Job
Step 1	R-02-S	Security GRC — Senior	Essential	Must fully master what you are migrating before leading the migration.
Step 2	GRCP-AC	GRC Pro — Access Control	Essential	Advanced AC including GRC 2026 AC delta — architecture-level knowledge required.
Step 3	GRCP-2026	GRC Pro — GRC 2026 Migration	Essential	The defining course for this role. Every domain maps to a migration deliverable.
Step 4	GRCP-PC	GRC Pro — Process Control	Recommended	PC in GRC 2026 — full-suite migrations require PC module knowledge.
Step 5	AC-DD	Academy — DeepDive	Recommended	Joule AI from a governance perspective — complements

Step	Code	Course	Priority	Why This Gets You the Job
				GRCP-2026 D8.

★ Interview Tip

Hub-to-Embedded = new implementation. Know the Embedded vs Hub decision framework in detail — if a client currently has Hub and chooses Embedded, they are essentially re-implementing from scratch. GRCP-2026 D3 is dedicated to this decision.

ROLE 09

SAP Security Engineer / S/4HANA Security Architect

Mid to Senior · 4-8 yrs

USA SALARY**\$110,000-\$155,000****UK SALARY****£75,000-£110,000****UAE SALARY****AED 26,000-40,000/
mo****KEY EMPLOYERS**LeverX · EPI-USE · Turnkey Consulting · IBM · Accenture ·
Deloitte · Pharma sector · Financial services · Large retail and
energy enterprises

ROLE OVERVIEW

Focuses on the technical security layer — role design, BTP security architecture, Cloud Identity governance, RISE with SAP shared responsibility, and the integration between on-premise GRC and Cloud IAG. In strong demand as organisations move to SAP RISE Private Cloud requiring engineers who bridge classical SAP security and modern cloud identity.

KEY RESPONSIBILITIES

- Design and maintain the SAP role and authorisation architecture across S/4HANA, BTP, and cloud
- Configure SAP Identity Authentication Service (IAS) — SSO, conditional authentication
- Manage SAP Identity Provisioning Service (IPS) — connector setup, provisioning jobs
- Govern access in the RISE with SAP shared responsibility model
- Implement and maintain SAP Cloud Identity Access Governance (Cloud IAG)
- Configure SM19/SM20 Security Audit Log and establish Critical event alerting

TYPICAL QUALIFICATIONS

4–8 yrs SAP security · PFCG, SU01, and GRC AC hands-on required · BTP security architecture knowledge · IAS/IPS experience increasingly essential · CISSP/CCSP preferred

COURSE PATHWAY — IN THIS ORDER

Step	Code	Course	Priority	Why This Gets You the Job
Step 1	AC-L3	Academy — Advanced	Essential	SM19/SM20, Fiori controls, governance frameworks — classical security engineering foundation.
Step 2	R-02-S	Security GRC — Senior	Essential	Advanced GRC AC — floor-level expectation for this seniority.
Step 3	GRCP-AC	GRC Pro — Access Control	Essential	GRC AC at architecture level including UAR campaigns and SPRO administration.
Step 4	GRCP-BTP	GRC Pro — BTP Security	Essential	IAS, IPS, Cloud IAG, RISE shared responsibility — what makes modern SAP Security Engineers different from PFCG specialists.
Step 5	GRCP-2026	GRC Pro — GRC 2026 Migration	Recommended	Connector reconfiguration and BTP Integration Suite replacement — directly

Step	Code	Course	Priority	Why This Gets You the Job
				relevant on migration projects.

★ Interview Tip

'What is the difference between Cloud IAG and GRC Access Control, and when would you use one vs the other?' Most candidates cannot answer this — Cloud IAG content is absent from classical SAP security training. GRCP-BTP D4 is dedicated to this exact decision framework.

ROLE 10

QA Analyst — SAP Implementation

Entry to Mid · 0-3 yrs

USA SALARY

\$65,000-\$88,000

UK SALARY

£38,000-£58,000

UAE SALARY

**AED 12,000-18,000/
mo**

KEY EMPLOYERS

Big 4 independent assurance · Oil & gas (ADNOC, Shell, TotalEnergies, BP) · Utilities · Large banking SAP programmes

ROLE OVERVIEW

Provides independent quality assurance over a SAP implementation programme — maintaining the Findings Register, producing bi-weekly RAG Status Reports, compiling Gate Assessment appendix packs, and protecting the firm's right to invoice through disciplined submission tracking. Growing demand in oil and gas, utilities, financial services, and large public sector SAP programmes.

KEY RESPONSIBILITIES

- Set up and maintain Findings Register, Action Tracker, RAG Dashboard, and Submission Log
- Log all programme findings from domain specialists the same day received
- Execute the Critical finding escalation protocol — QA Director within 24 hours
- Collect RAG status from all domain specialists bi-weekly and manage non-responses
- Draft bi-weekly Status Report Sections 1-5 and submit for QA Director approval
- Compile Gate appendix packs for Realize Completion, Cutover Readiness, and Go-Live gates

TYPICAL QUALIFICATIONS

Strong MS Excel proficiency · Attention to detail and documentation discipline · Project administration background helpful · SAP familiarity useful but not required · No formal qualifications required at entry level

COURSE PATHWAY — IN THIS ORDER

Step	Code	Course	Priority	Why This Gets You the Job
Step 1	R-06-J	QA Analyst — Junior	Essential	The only course teaching QA programme reporting operationally. Everything tested in QA Analyst interviews.
Step 2	AC-L2	Academy — Practitioner	Recommended	Domain knowledge — QA Analysts who understand what specialists are finding do the job far more effectively.
Step 3	CAR-B	Career LMS — IT Audit Path	Recommended	QA roles are often listed under IT audit. CAR-B's STAR scenarios and firm targeting cover the interview format.

★ Interview Tip

'A domain specialist sends you a Critical finding at 4pm Friday. What do you do?' Log it the same day, confirm severity with the specialist, and notify the QA Director within 24 hours — regardless of time. R-06-J Module 2 teaches this protocol exactly.

ROLE 11

Senior QA Analyst / QA Manager — SAP Programme

Mid to Senior · 3-6 yrs

USA SALARY

\$90,000-\$125,000

UK SALARY

£55,000-£82,000

UAE SALARY

**AED 20,000-32,000/
mo**

KEY EMPLOYERS

Big 4 independent assurance · Protiviti · Oil & gas (Shell, TotalEnergies, ADNOC) · Financial services (HSBC, Standard Chartered)

ROLE OVERVIEW

Leads the quality assurance workstream on a major SAP programme. Owns the full RAG process, drafts domain narratives for Gate Reports, supervises a junior analyst, manages invoice trigger milestones, presents findings at SteerCo, and leads the Phase 5 pre-audit review. Errors at this level affect client relationships and payment milestones directly.

KEY RESPONSIBILITIES

- Own the RAG collection process end to end — calendar management and dispute resolution
- Draft domain narrative sections for Gate Reports using the four-sentence structure
- Supervise the junior QA analyst — quality-review all outputs before QA Director review
- Manage invoice trigger readiness and brief QA Director on commercial milestones
- Prepare and deliver the pre-SteerCo findings briefing
- Lead Phase 5 pre-audit review and contribute to External Audit Readiness Report

TYPICAL QUALIFICATIONS

2–4 yrs SAP programme assurance · Director-level stakeholder communication · MS Office advanced · Prince2 or PMP is a differentiator

COURSE PATHWAY — IN THIS ORDER

Step	Code	Course	Priority	Why This Gets You the Job
Step 1	R-06-J	QA Analyst — Junior	Essential	All junior competencies must be fully established before R-06-S builds on them.
Step 2	R-06-S	QA Analyst — Senior	Essential	RAG leadership, gate narratives, junior supervision, invoice triggers — the defining course for this role.
Step 3	AC-L2	Academy — Practitioner	Recommended	Domain knowledge — Senior QA Analysts who can challenge a specialist's RAG assessment are far more effective.
Step 4	CAR-A	Career LMS — SOX Controls Path	Optional	Senior STAR scenarios and firm targeting for senior assurance manager roles.

★ Interview Tip

'A domain specialist verbally tells you the client has accepted a report. You have no written confirmation. What do you do?' Do not treat this as accepted — maintain the deemed acceptance clock and notify the QA Director. R-06-S Module 3 (Autonomous Submission Management) teaches this exactly.

ROLE 12

Compliance Manager / Internal Controls Manager

Mid to Senior · 5-9 yrs

USA SALARY**\$105,000-\$150,000****UK SALARY****£72,000-£105,000****UAE SALARY****AED 28,000-44,000/
mo****KEY EMPLOYERS**

Fortune 500 CFO organisations · Large banks · Pharmaceutical companies · Energy majors · Tech companies with SAP deployment

ROLE OVERVIEW

Runs the organisation's internal compliance programme — maintaining the risk and control framework, managing the annual SOX or equivalent assessment, overseeing GRC tool strategy, and reporting compliance status to the Board Audit Committee. One of the highest-paid in-house roles in the domain, requiring breadth across compliance frameworks, GRC technology, team management, and board communication.

KEY RESPONSIBILITIES

- Own the annual SOX 404, GDPR, or DORA compliance programme
- Maintain and improve the risk and control framework across in-scope processes
- Oversee the GRC tool strategy — AC, PC, and RM configuration
- Manage relationships with Big 4 external auditors
- Produce quarterly compliance dashboards and Board Audit Committee reports
- Lead a team of controls analysts and GRC specialists

TYPICAL QUALIFICATIONS

5–9 yrs in audit, controls, finance, or compliance · SOX 404 or local regulatory compliance experience · Team leadership · CPA/CIA/CISA/CRISC preferred · MBA is a differentiator

COURSE PATHWAY — IN THIS ORDER

Step	Code	Course	Priority	Why This Gets You the Job
Step 1	AC-L2	Academy — Practitioner	Essential	GRC technical credibility — a Compliance Manager who cannot talk technically to their GRC team loses authority.
Step 2	AC-L3	Academy — Advanced	Essential	ISO 27001, NIST, P2P/OTC/ R2R controls, KPI/RAG — the Compliance Manager's daily toolkit.
Step 3	R-02-S	Security GRC — Senior	Recommended	Risk acceptance documentation and GRC governance — directly applicable to managing the GRC tool strategy.
Step 4	GRCP-PC	GRC Pro — Process Control	Recommended	CCM, automated monitoring, and SOX evidence packaging — the operational layer of a modern compliance programme.

Step	Code	Course	Priority	Why This Gets You the Job
Step 5	CAR-A	Career LMS — SOX Controls Path	Recommended	SOX STAR scenarios and salary benchmarks for compliance manager-level roles.

★ Interview Tip

'How would you redesign the compliance programme if the external auditors raised a significant deficiency?' Know the difference between control redesign vs monitoring enhancement vs remediation training — and where GRC technology supports each. AC-L3's governance frameworks and GRCP-PC's CCM content give you the vocabulary.

ROLE 13

SAP Automated Controls Specialist

Mid · 3-6 yrs

USA SALARY**\$95,000-\$130,000****UK SALARY****£65,000-£90,000****UAE SALARY****AED 22,000-32,000/
mo****KEY EMPLOYERS**Robert Half GRC · Sanofi · Pfizer · Johnson & Johnson · HSBC ·
Barclays · Large consumer goods · EY Risk Technology

ROLE OVERVIEW

Designs, configures, and tests automated application controls embedded in SAP business processes. Sits at the intersection of SAP functional configuration and internal controls — ensuring that controls like three-way matching, posting period locks, and pricing tolerance checks are correctly configured and tested as automated controls under SOX or equivalent frameworks.

KEY RESPONSIBILITIES

- Identify and map automated application controls within SAP P2P, O2C, and FI processes
- Configure and test automated controls (posting blocks, matching logic, workflow thresholds)
- Design automated control test scripts for SOX 404 ITGC and application control testing
- Configure SAP GRC Process Control to monitor automated controls continuously
- Advise business process owners on automated vs manual vs IT-dependent manual control design
- Support external auditors on automated control reliance and test of operating effectiveness

TYPICAL QUALIFICATIONS

3–6 yrs SAP FI, MM, or SD combined with internal controls knowledge · SOX 404 automated control testing experience · SAP GRC PC configuration preferred · CISA preferred · Bachelor's in Accounting, Finance, or IT

COURSE PATHWAY — IN THIS ORDER

Step	Code	Course	Priority	Why This Gets You the Job
Step 1	AC-L3	Academy — Advanced	Essential	P2P/OTC/R2R process controls — the business process layer AAC Specialists must understand.
Step 2	GRCP-PC	GRC Pro — Process Control	Essential	ACM (D3), control type classification (D2), and SOX ITGC application control testing (D8) — directly tested in every AAC interview.
Step 3	AC-L2	Academy — Practitioner	Recommended	GRC module foundation — AC integration into PC is a standard AAC Specialist responsibility.
Step 4	CAR-A	Career LMS — SOX Controls Path	Recommended	SOX STAR scenarios for controls and compliance roles.

★ Interview Tip

'What is the difference between an automated control and an IT-dependent manual control, and why does it matter for SOX testing?' An automated control requires no human action and can be tested once with reliance. GRCP-PC D2 (Control Framework Design) covers this distinction in full.

ROLE 14

SAP GRC AI Controls Specialist / Joule Governance Analyst

Senior · Emerging 2025-2027

USA SALARY

\$130,000-\$175,000

UK SALARY

£90,000-£130,000

UAE SALARY

**AED 38,000-55,000/
mo**

KEY EMPLOYERS

Big 4 emerging AI audit practices · SAP SE directly · IBM ·
Accenture Technology Risk · Large financial institutions with
Joule deployments

ROLE OVERVIEW

The newest and fastest-growing specialisation in the SAP GRC market. Assesses AI governance in environments deploying SAP Joule and S4-020 AI Controls — reviewing Joule configuration, evaluating AI-assisted business process controls, assessing regulatory compliance of AI-augmented workflows, and advising on the governance framework for AI within SAP. Practitioners trained in 2025–2026 have a 12–18 month head start.

KEY RESPONSIBILITIES

- Assess SAP S4-020 Joule AI Controls configuration in the S/4HANA environment
- Review AI-assisted workflow governance — approval routing, anomaly detection, control recommendations
- Design a governance framework for AI-augmented business processes in SAP
- Advise on BTP services required for advanced Joule features
- Assess regulatory compliance of AI Controls deployment (EU AI Act, SEC AI disclosures)
- Produce an AI Controls Gap Assessment as part of the external audit readiness package

TYPICAL QUALIFICATIONS

5+ yrs SAP GRC or security · SAP BTP architecture understanding · AI governance framework knowledge · SAP Joule / S4-020 certification · CISA or CISSP

COURSE PATHWAY — IN THIS ORDER

Step	Code	Course	Priority	Why This Gets You the Job
Step 1	AC-L3	Academy — Advanced	Essential	Governance frameworks — the technical foundation required before AI Controls can be layered on top.
Step 2	AC-DD	Academy — DeepDive	Essential	S4-020 Joule AI Controls from a security governance perspective. One of the only structured courses on this topic.
Step 3	R-02-S	Security GRC — Senior	Essential	GRC programme leadership — must lead the Security GRC workstream before adding the AI layer.
Step 4	GRCP-2026	GRC Pro — GRC 2026 Migration	Essential	D8 Joule AI governance in migration context —

Step	Code	Course	Priority	Why This Gets You the Job
				BTP services, AI-assisted control design.
Step 5	GRCP-BTP	GRC Pro — BTP Security	Recommended	BTP architecture and service binding security — Joule runs on BTP.
Step 6	CAR-A	Career LMS — SOX Controls Path (Vol 4)	Recommended	Vol 4 AI/Joule STAR scenarios for AI Controls interview questions in 2026 hiring rounds.

★ **Interview Tip**

Interviewers ask: 'What risks does AI-assisted control design introduce that traditional GRC does not?' The answer covers hallucination risk in control recommendations, data training bias, explainability gaps for auditors, and EU AI Act regulatory uncertainty. AC-DD and GRCP-2026 D8 together cover these angles — most candidates cannot answer at all.