






Applications
122 +67%

-  **Fiona B**
SAP Developer > Contact
-  **Robert M**
SAP Developer > Contact
-  **Charles T**
Snr SAP Developer > Contact



NORTH AMERICA MARKET

Talent Trends Report 2024/25

SAP

Understanding the talent
landscape to unlock hiring success

Foreword from the recruiter

From the conversations I've had with candidates and clients over the course of this year, it's clear that the SAP recruitment market remains dynamic, shaped by technological innovation, economic pressures, and shifting workforce expectations.

The evolving SAP ecosystem, alongside broader business transformation initiatives, continues to create demand for specialized skillsets and adaptable talent strategies. As we move into 2025, there are three key themes that will influence how both organizations and candidates approach the SAP talent market:

- S/4HANA migration requirement drives competition for talent
- Organizations seek a balance between onshore and offshore talent
- Salary benchmarks rise for targeted skills in the talent pool

I hope you find the insights in this snapshot report valuable as you plan your SAP workforce strategies for the year ahead.



Patrick Hindmarsh
Associate Director



Charles T
Snr SAP Developer

Available



Roxanne M
SAP Program Manager

Available



Sheila B
SAP Project Manager

Available



William S
SAP Architect

Available



S/4HANA migration requirement drives competition for talent

With SAP's 2027 deadline looming, businesses have been steadily moving to S/4HANA. A fascinating landscape presents itself for 2025 as we sit within an ecosystem in which a majority (60+% of SAP customers globally) still have yet to purchase licenses to migrate to S/4. The year ahead is set to create a massive demand for consultants, developers, and project managers with demonstrable experience in S/4 skills. Expertise, particularly across BTP, Fiori, Finance, HCM, AI integration and Cloud Offerings (RISE, etc.), is set to be the most in-demand as organizations seek to deliver future-focused transformations.

Organizations seek a balance between onshore and offshore talent

Much like in 2024, the sustained rise in candidate availability influenced not only by economic and return to office factors, is creating a competitive landscape for the year ahead. The potential of lowering interest rates will ultimately encourage technology spending; however, as organizations finish a financially constrained 2024, offshore avenues are likely to be continuously utilized. A significant rise in LATAM-based resources, providing key SAP support with geographical alignment, is set to continue, thus adding to an already competitive landscape within the North American marketplace.

SAP customers, particularly those collaborating with consulting firms, continue to value a more substantial onsite presence from mid-to-senior level professionals. Consequently, candidates who demonstrate flexibility for travel and excel in customer-facing roles position themselves as increasingly desirable within the market.



Salary benchmarks rise for targeted skills in the talent pool

The dynamic interplay between the demand for SAP talent and the competitive nature of the current SAP market has led to notable fluctuations, particularly affecting high-demand skill sets. As referenced above, SAP professionals with expertise in areas such as BTP, Fiori, S/4 Hana Finance, HCM, and cloud-based offerings like RISE have been able to command premium compensation in the form of elevated hourly rates and salaries. Conversely, individuals in less sought-after areas may see compensation levels remain consistent with broader 2024 benchmarks, as outlined below.



2024/25 salary insights - SAP North America

Primary Roles	US Contract - (\$/hr)			US Perm - (\$)		
	Low	Median	High	Low	Median	High
Program Manager	115	135	165	169,000	195,000	245,000
Project Manager	105	120	140	129,500	141,000	169,500
Architect/SME	105	120	150	167,500	186,500	231,500
Senior Developer	90	97.5	115	128,500	139,000	158,000
Developer	75	87.5	100	114,500	123,500	140,500
Senior Consultant	95	110	130	137,500	158,000	178,500
Consultant	85	95	105	125,500	142,500	163,500

Primary Modules	US Contract - (\$/hr)			US Perm - (\$)		
	Low	Median	High	Low	Median	High
FI/CO	85	95	130	129,500	149,000	170,500
HR/HCM	80	92	125	118,000	128,500	168,500
SD/MM	80	94	127.5	124,500	148,000	172,000
EWM	85	105	130	129,500	153,500	181,500
QM	87.5	95	127.5	129,500	146,000	169,000
PP	90	102	135	131,000	149,000	173,000
PM	90	105	135	136,500	152,500	175,000
BASIS	82.5	91	117.5	115,000	121,000	141,500
BI/SAC	85	102	125	128,000	153,000	176,500
ABAP	75	87	100	108,000	118,000	139,500



Book a 30-min hiring 1-2-1 with Patrick Hindmarsh

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- FTE hires
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About Stott and May

Founded in 2009 Stott and May are a professional search firm with a passion for helping leaders achieve complete confidence that they have hired the right talent, first time in fiercely competitive markets. We believe you should never have to make the choice between quality of candidate and time to hire.

As a result, our business has been founded on the principle of offering a premier standard of search service delivered in vastly accelerated timescales, that our competition simply cannot match. Because after all this is about more than just recruitment, it's about turning your business vision into reality.

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