



Beyond the Guesswork: A Strategic Blueprint for SAP Role Redesign

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Introduction: Why Role Redesign Is a Strategic Imperative

SAP role redesign is often triggered by compliance audits, system upgrades, or operational inefficiencies. But it's rarely treated as the strategic opportunity it truly is. The way roles are designed, tested, and deployed directly affects:

- Compliance posture
- User productivity
- License cost exposure
- Cybersecurity resilience
- Long-term system integrity

Yet most redesign efforts fall into the same traps:

- **Ambiguous Access Requirements**

Users are asked what they need, and responses vary wildly. This leads to bloated roles, inconsistent permissions, and elevated Segregation of Duties (SoD) risk.

- **Manual Role Construction**

Building roles in PFCG is time-consuming and error-prone—especially when permissions are unclear or overlapping.

- **Disruptive Testing Cycles**

Traditional testing relies on key users logging into test systems with outdated data, often disrupting operations and leaving critical processes untested.

TangoTec offers a smarter alternative: **automated, position-based role redesign**. By replacing guesswork with precision, we help organisations reduce risk, accelerate delivery, and regain control of their SAP security landscape.

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Preparation: Building on Clean, Reliable Foundations

Every successful role redesign begins with preparation. Without clean data and clear baselines, even the most sophisticated automation will struggle. TangoTec prioritises this phase to ensure accuracy, speed, and scalability.

SU24: The Authorisation Backbone

SU24 defines which authorisation objects are checked for each transaction. If this data is outdated or inconsistent, role design becomes chaotic. We recommend:

- Reviewing SU24 entries for all critical transactions
- Aligning SU24 with actual usage patterns
- Updating SU24 before role build begins

This ensures that roles are built on predictable, auditable logic—reducing the need for post-build corrections.

STUSOBTRACE: Real Usage, Real Insight

Running STUSOBTRACE in the weeks leading up to the project provides invaluable data:

- Captures real-time authorisation checks
- Highlights missing or redundant SU24 entries
- Reveals transaction-object relationships that are often overlooked

This trace data becomes the foundation for SU24 updates and role logic refinement. It's the difference between designing with clarity versus designing in the dark.



Methodology: Precision Through Position-Based Role Design

Our approach is built on three foundational principles:

1. Speak with Data, Not Assumptions

We analyse transaction usage logs, authorisation checks, and job function mappings to uncover actual access patterns. This eliminates reliance on subjective interviews and exposes hidden inefficiencies.

2. Build Roles by Position, Not by Task Bundles

Roles are tailored to tightly defined user cohorts performing the same job. No cross-functional sharing. No generic composites.

3. Minimise Access, Maximise Control

Each role contains only the transactions required for that specific job function. Nothing surplus. Nothing speculative.

This methodology delivers lean, audit-ready roles that reflect business reality—not theoretical models.

Automation That Elevates, Not Just Accelerates

Many automation tools promise speed but deliver replication. Copy-paste logic and template-based provisioning may be fast—but they're rarely precise.

TangoTec redefines automation as a **strategic enabler**:

- **Intelligent Clustering:** Users are grouped by actual usage, not job titles.
- **Anomaly Detection:** Outliers and exceptions are flagged before they contaminate role logic.
- **Compliance-Embedded Design:** SoD conflicts and critical access are identified and resolved before deployment.
- **Audit-Ready Documentation:** Every role comes with traceable rationale and usage evidence.



This isn't just automation—it's automated insight. The result: faster go-lives, fewer remediation cycles, and scalable security that doesn't compromise control.

Position-Based Roles: Ending the Era of Role Stacking

Legacy SAP environments often rely on shared roles—generic composites assigned across departments or geographies. While convenient, they're a breeding ground for SoD conflicts and audit failures.

We replace this with **position-based roles**, built from actual usage data and assigned to clearly defined user cohorts. Benefits include:

- **Clear Ownership:** Every role maps to a specific business function.
- **Lean Design:** No excess transactions “just in case.”
- **Audit Clarity:** Access is explainable, defensible, and traceable.

This eliminates the need for role stacking and simplifies onboarding, compliance, and catalogue management.

Testing Without Disruption: A New Standard

Traditional testing phases are disruptive, slow, and incomplete. Key users are pulled into test systems, often with outdated data and limited coverage. This leads to:

- Missed edge cases
- Delayed go-lives
- Frustrated stakeholders

TangoTec transforms testing into a **non-disruptive, precision-driven process**:

- **Automated Simulation:** Roles are tested against real usage logs, not hypothetical scenarios.
- **No User Downtime:** End users continue working uninterrupted while testing occurs in parallel.
- **Full Coverage:** Every transaction, authorisation object, and process flow is validated—before go-live.



This approach ensures that testing is comprehensive, fast, and invisible to the business. Disruption is no longer a necessary evil—it's a thing of the past.

License Optimization Through Minimum Access

One of the most overlooked benefits of lean role design is its impact on licensing. SAP's license model is sensitive to transaction access—even unused ones.

By delivering **minimum access roles**, TangoTec enables:

- **License Cost Reduction:** Users are assigned only the transactions they need, reducing exposure to higher-tier license classifications.
- **SoD Risk Mitigation:** Unnecessary access is removed, shrinking the attack surface and lowering audit risk.
- **Cleaner User Profiles:** No more “just in case” transactions inflating license costs or triggering compliance flags.

This isn't just good security—it's good economics.

Strategic Outcomes: What Clients Gain

By adopting TangoTec's automated, position-based approach, clients achieve:

Benefit	Impact
Reduced SoD Risk	Fewer conflicts, faster audit clearance
Accelerated Delivery	Roles built and tested in weeks, not months
Operational Efficiency	Minimal disruption to business users
Scalable Governance	Roles that adapt across regions and functions
License Cost Reduction	Minimum access = lower license tier exposure
Audit-Ready Documentation Every role backed by usage evidence	



Benefit	Impact
Future-Proof Design	Roles built to scale with the business

Final Thoughts: Designing for Stability, Not Just Speed

SAP role redesign doesn't have to be slow, subjective, or risky. By shifting from manual guesswork to data-driven automation, organisations can:

- Eliminate ambiguity
- Reduce SoD exposure
- Cut time and cost
- Achieve scalable, compliant security
- Lower license costs
- Future-proof their SAP landscape

Whether you're preparing for S/4HANA migration, responding to audit findings, or simply regaining control of your role catalogue, the path forward is clear:

Start with clean data. Automate with precision. Design for stability.

TangoTec helps clients do exactly that—delivering SAP security projects that are simple, fast, and risk-free.
