

Hoe koppel je SuccesFactors aan GRC Access Control via Cloud Integration om Joiners, Movers en Leavers te automatiseren

Hayo Cnossen / Virgil Verloop, Baarn, VNSG Security Thema Dag

Agenda

- Introductie Agrifirm
- Raamwerk en architectuur
- Huidige setup
- Integratie overview
- SuccesFactors Employee Central
- Cloud Integration
- GRC Access Control
- Losse toegangsaanvraag
- Rolemining
- Best practices
- Roadmap
- Vragen


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better together
Universities
Stakeholders
Integrators
Suppliers
Knowledge eco systems
Partners
Customers
Business units
Members
Exlan advies
Knowledge
Agrifirm
Solutions
Nutricontrol
Horizon 2
Nurture emerging business
INNOVATION CORRIDORS
Short chains
Smart digital
Novel protein sources
Advanced ingredients
Circularity
Horizon 3
'Creating new business models and concepts'
balanced and sustainable food systems
Circular & local food systems
healthy, sustainable and enough food
RESPONSIBLE FOOD CHAIN
for future generations
People.
Planet.
Profit.
Perspective
BU STRATEGY & GOALS
Horizon 1
'Sustainable and grow business'
sustainable income
GLOBAL GOALS & AMBITIONS
climate friendly production
better efficiency
animal health
transparant food chains
healthy soil
general
customer
consumer
TRENDS & DEVELOPMENTS
DRIVEN BY PURPOSE

Fact & Figures



1892
Formal foundation of the Dutch Agricultural Cooperative



± 10,000
Dutch members



3,131
Staff members (FTE)



14 countries
with employees



EUR 2,8 billion
Turnover in 2022



5,715
Sales volume in 2022 (x 1,000 tonnes)

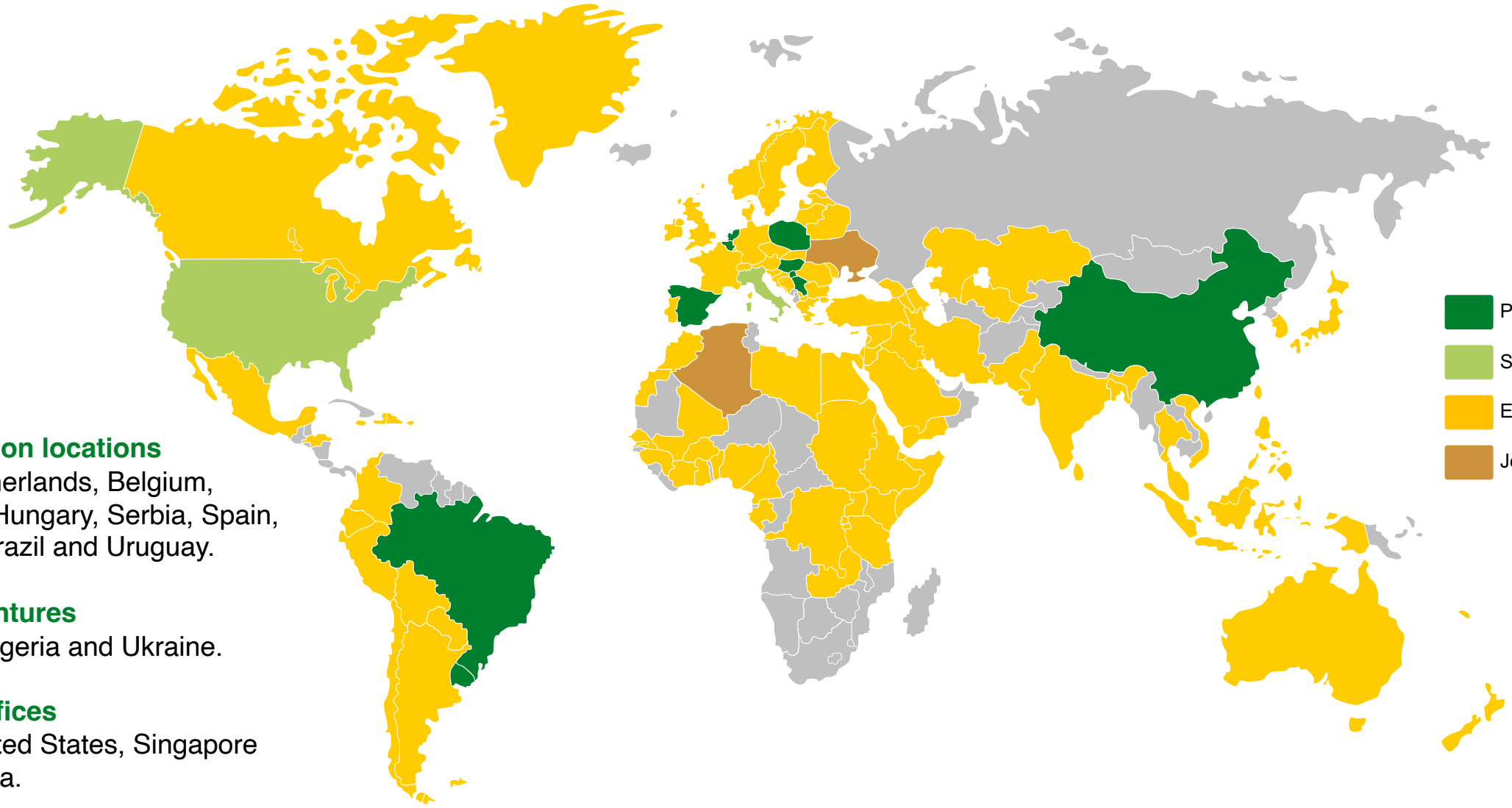


EUR 194 million
Profit paid to the Dutch members since 2012



Royal
Since 2012

Global Presence Royal Agrifirm Group



Production locations
The Netherlands, Belgium, Poland, Hungary, Serbia, Spain, China, Brazil and Uruguay.

Joint ventures
China, Algeria and Ukraine.

Sales offices
Italy, United States, Singapore and China.

Business Process & GRC Organization

The Business Process Organization is the Governance structure that enables effective decision making on Business Process and -System requirements and fit for purpose (Balanced Cost vs Business Value) Process and Business System solutions.



- Business process owner
- Global Business process lead
- Business unit BPL
- Key users
- End users

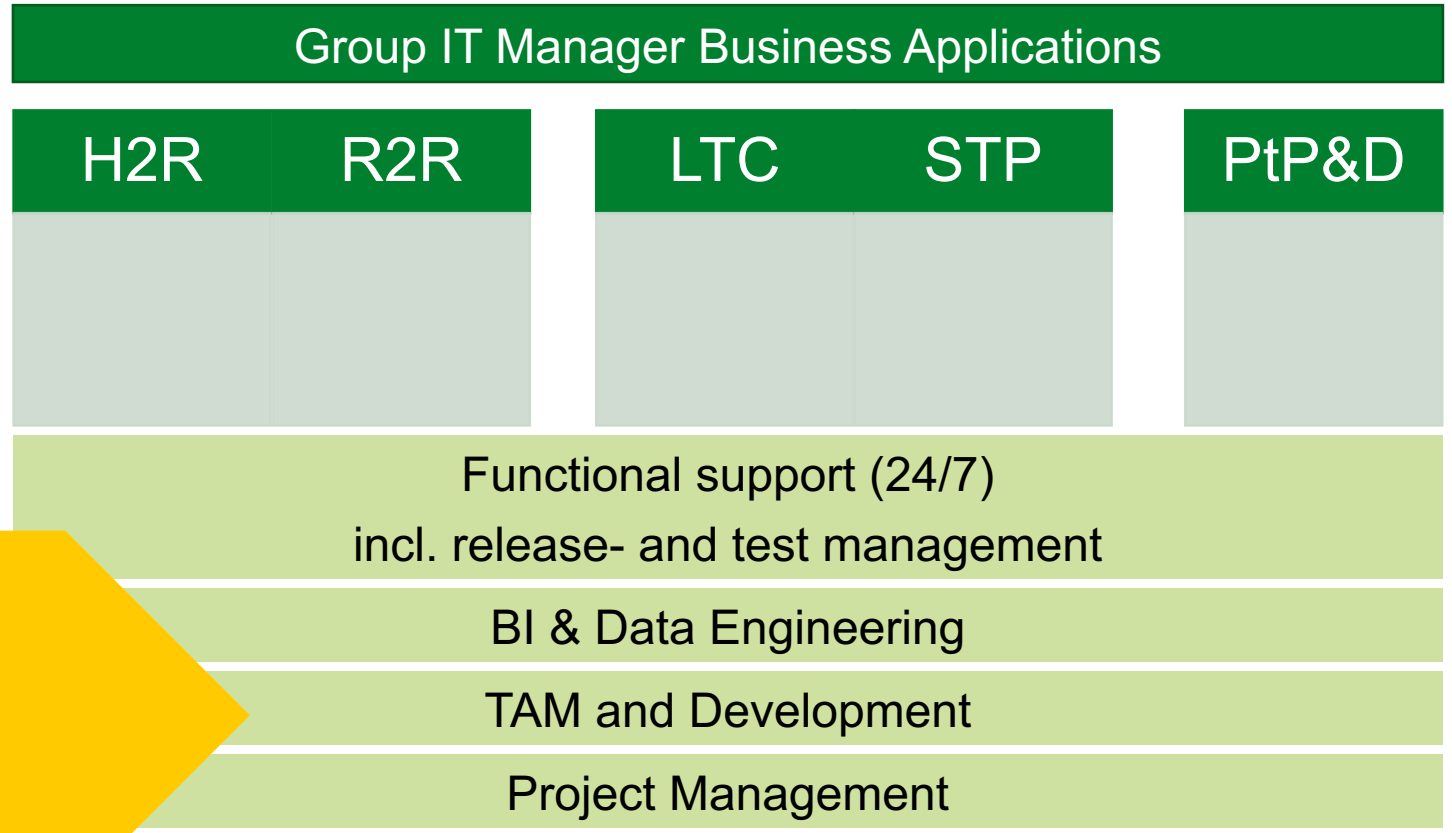
GRC Role owner

GRC Risk Owner

Riskowners zijn accountable voor SOD conflicten
Directors of Senior management

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Group IT Business Applications – GRC Organisatie



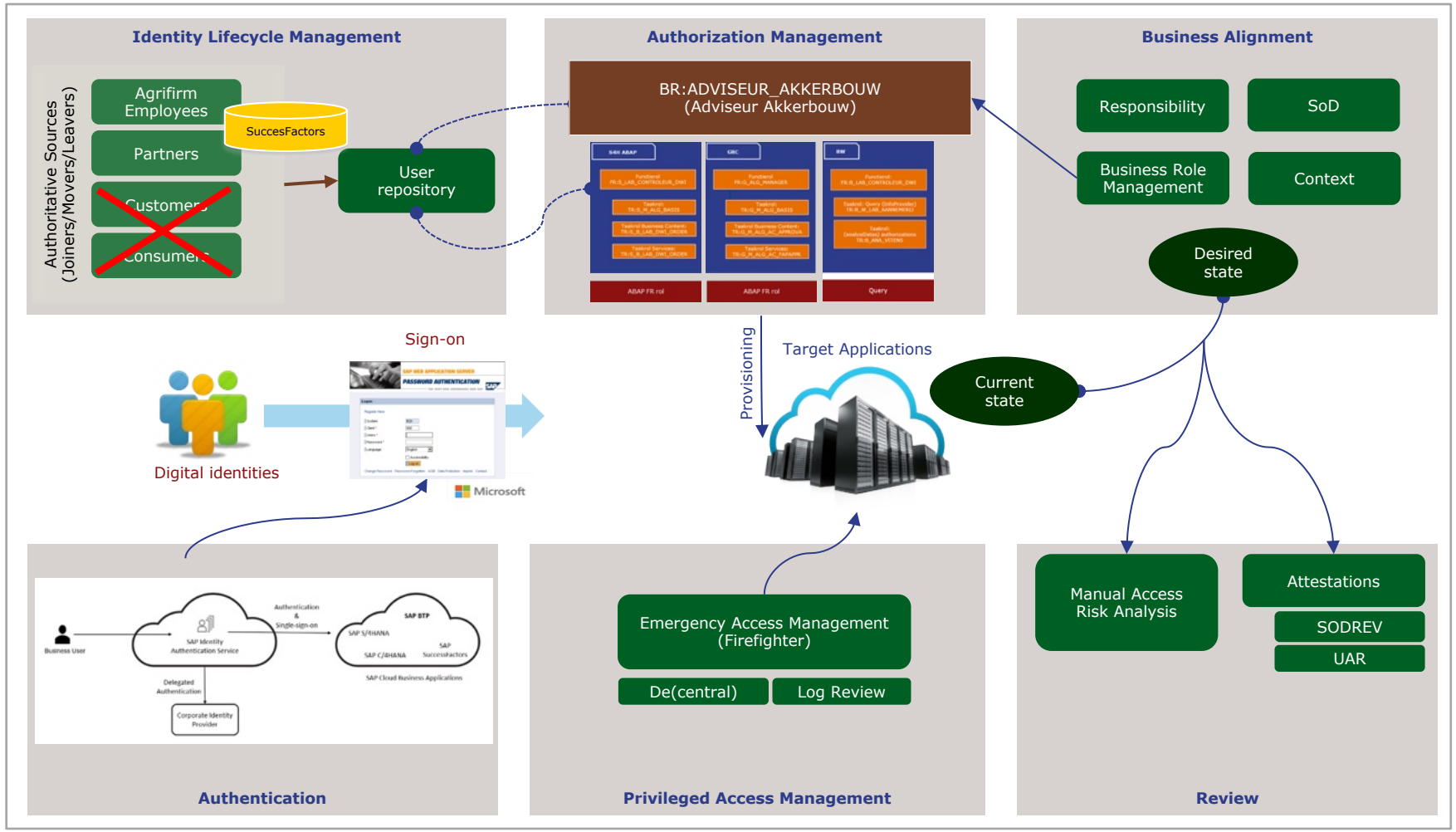
GRC team

- 1 x GRC solution Architect
- 3 personen Capgemini Authorization support team India
- Ondersteuning/advies Virgil Verloop

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Raamwerk

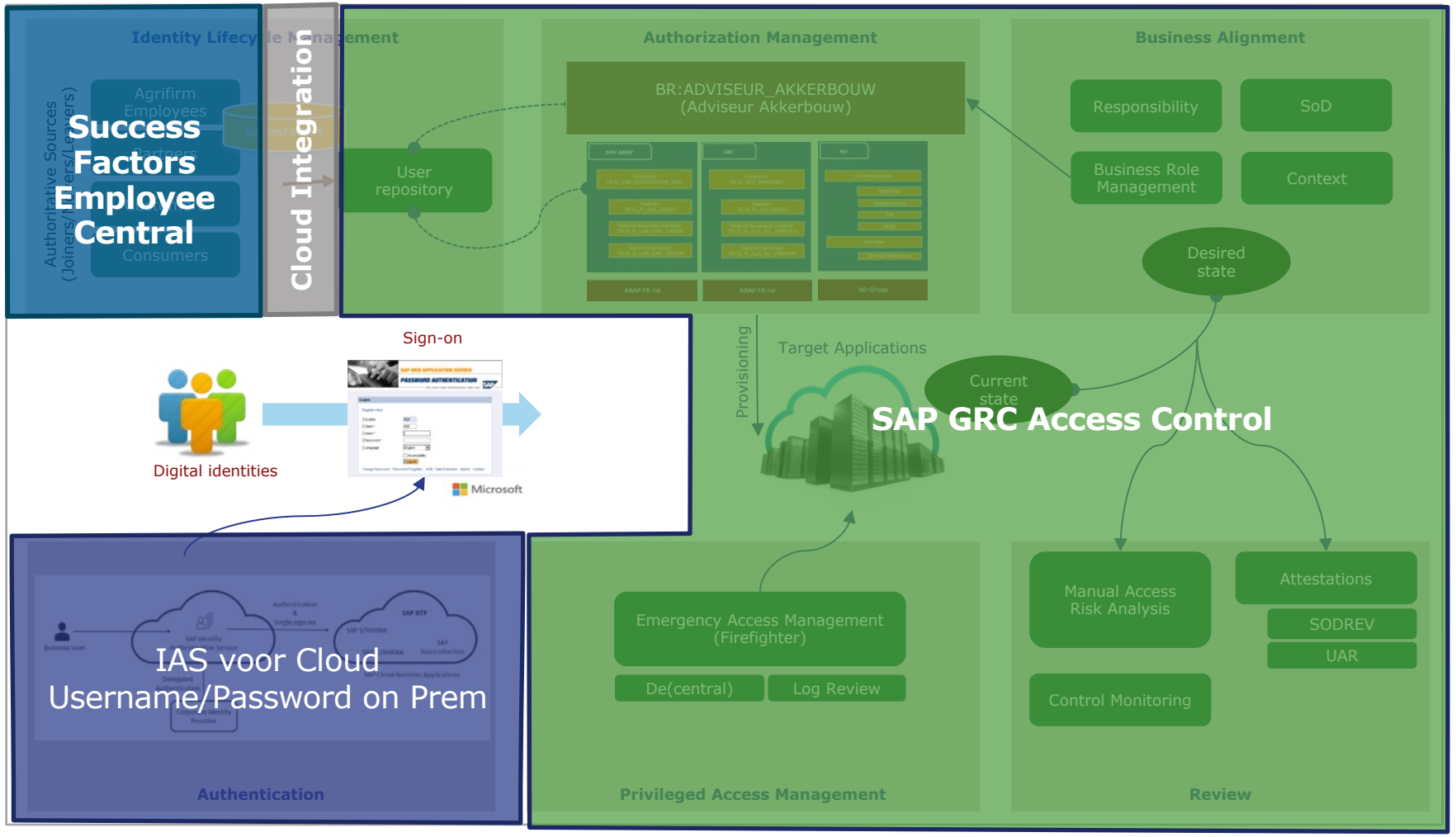


Legenda

IAM domein

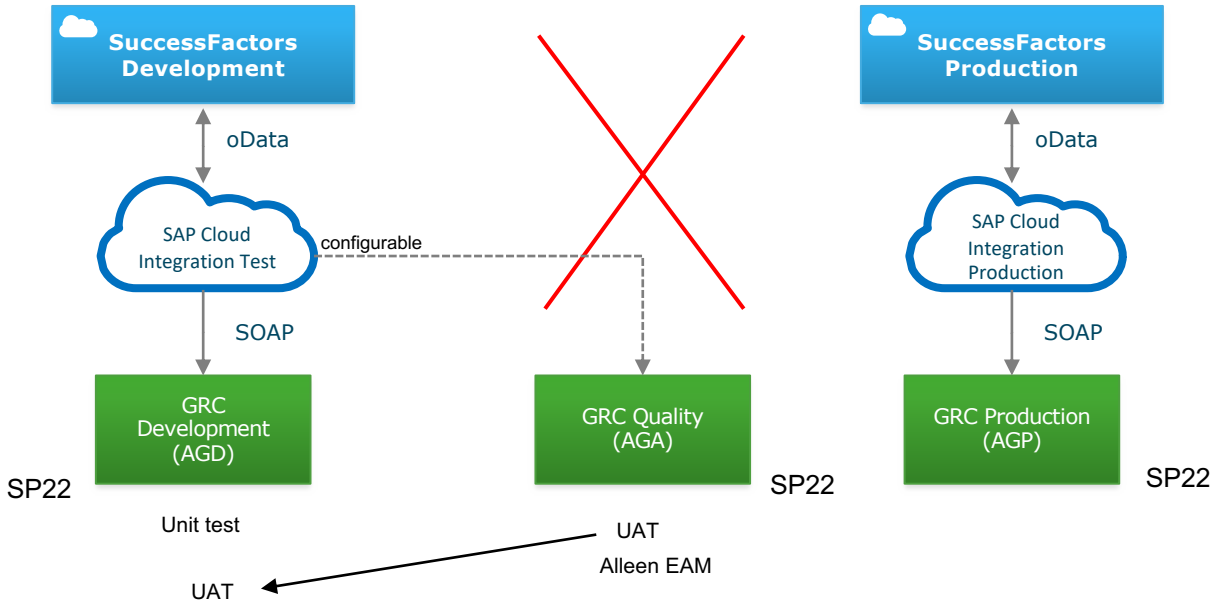
IAM dienst

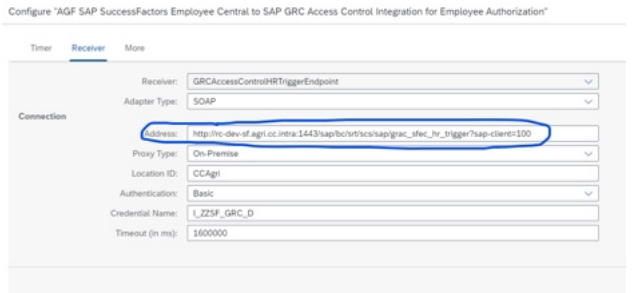
Solution Overlay



Architectuur

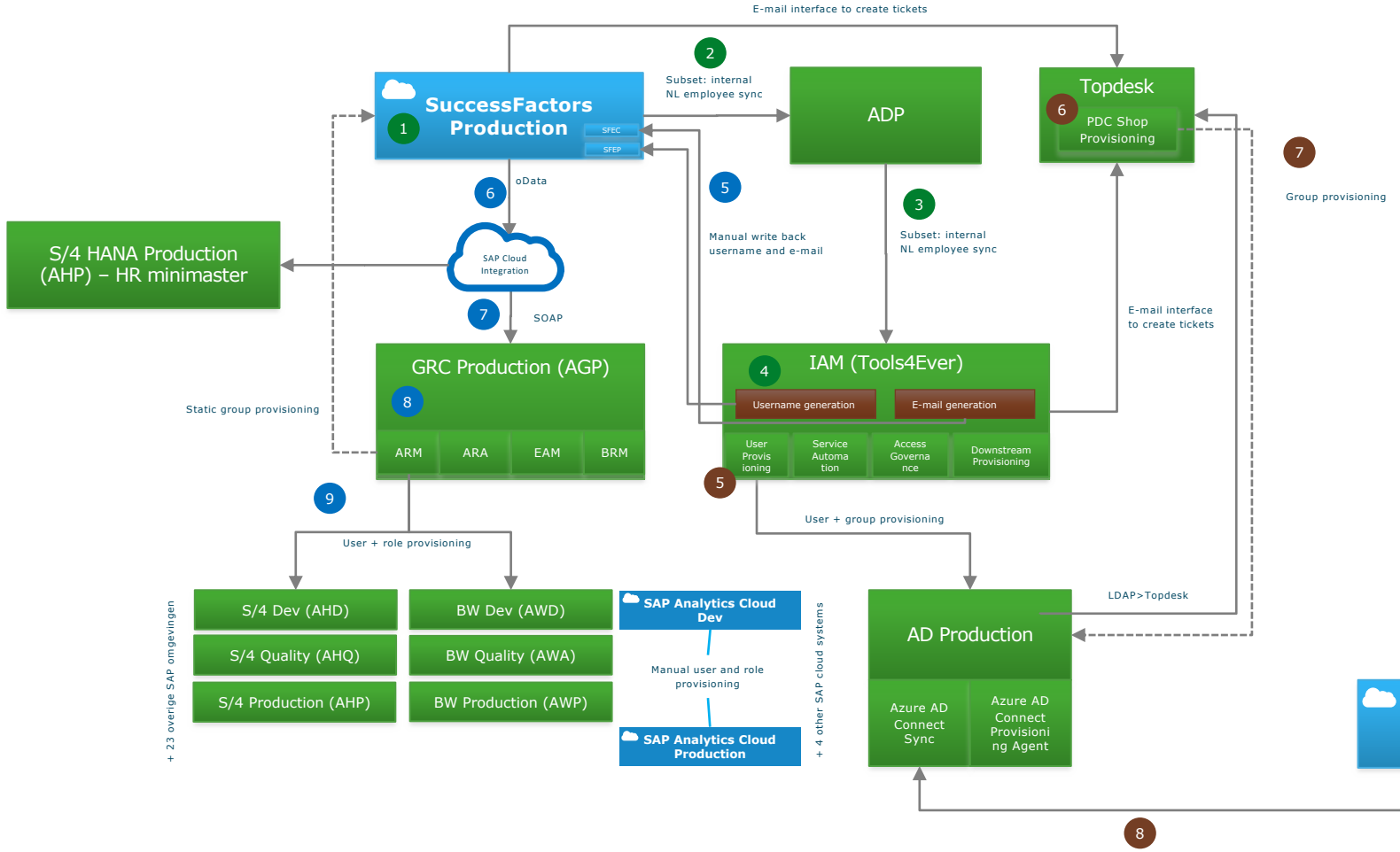
- GRC has a 3 system landscape model (DAP)
- SuccesFactors has a 2 system landscape model (DP)
- Cloud Integration has a 2 system landscape model (TP), but the integration is configurable





Unittests and User Acceptance tests will be performed on the SuccesFactors Dev, CI test and GRC Development.

IAM chain – After Go Live SF>GRC



SAP flow

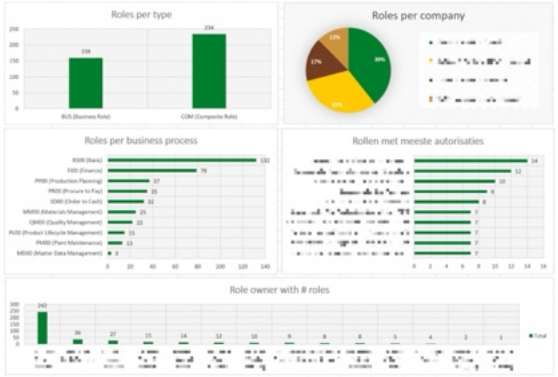
1. Onboarding in SuccessFactors
2. Sync to ADP
3. Sync to IAM
4. IAM generates username and e-mail
5. HR manually writes back the username and e-mail in SF
6. SAP CI pulls data via oData from SuccesFactors
7. SAP CI pushes data via SOAP to GRC
8. *Sync to S/4 HR minimaster
9. ?HR manually maintains HR minimaster record (username/e-mail)
10. GRC triggers joiner access request with default role
11. GRC user and role provisioning to SAP on premise systems (only for IT employees, business still manual based on Topdesk tickets)

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Huidige setup



Bedrijfsrollen model

(nog) niet de methodologie



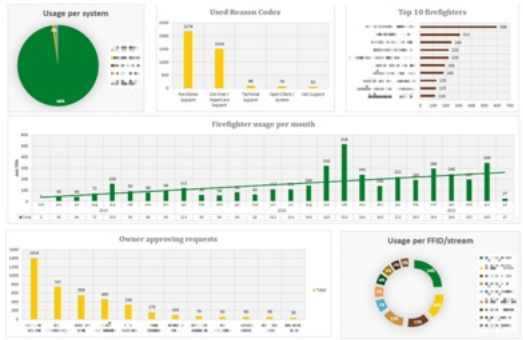
Business Role Management
Define and maintain compliant roles in business-friendly terms and language.

Access Risk Analysis
Accurately identify and remediate SoD and critical access violations with embedded risk analysis

Emergency Access Management
Temporarily grant super-user status with “firefighter” login IDs – in a controlled, auditable environment

Access Request Management
Automate user access assignments across SAP and non-SAP systems





Preapproved path

HR triggers (SF>CI>GRC)

Reviews technisch live

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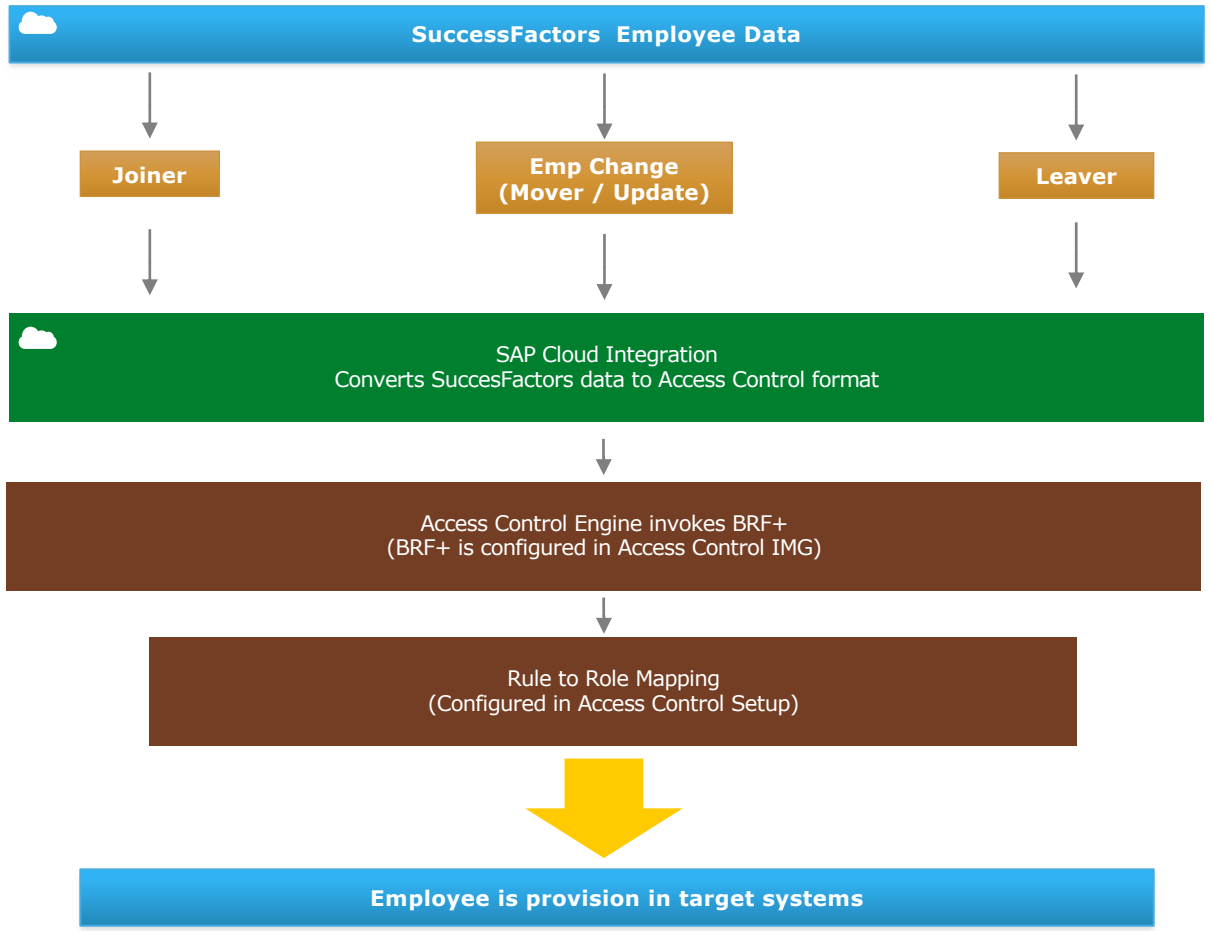
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Integration Overview

1

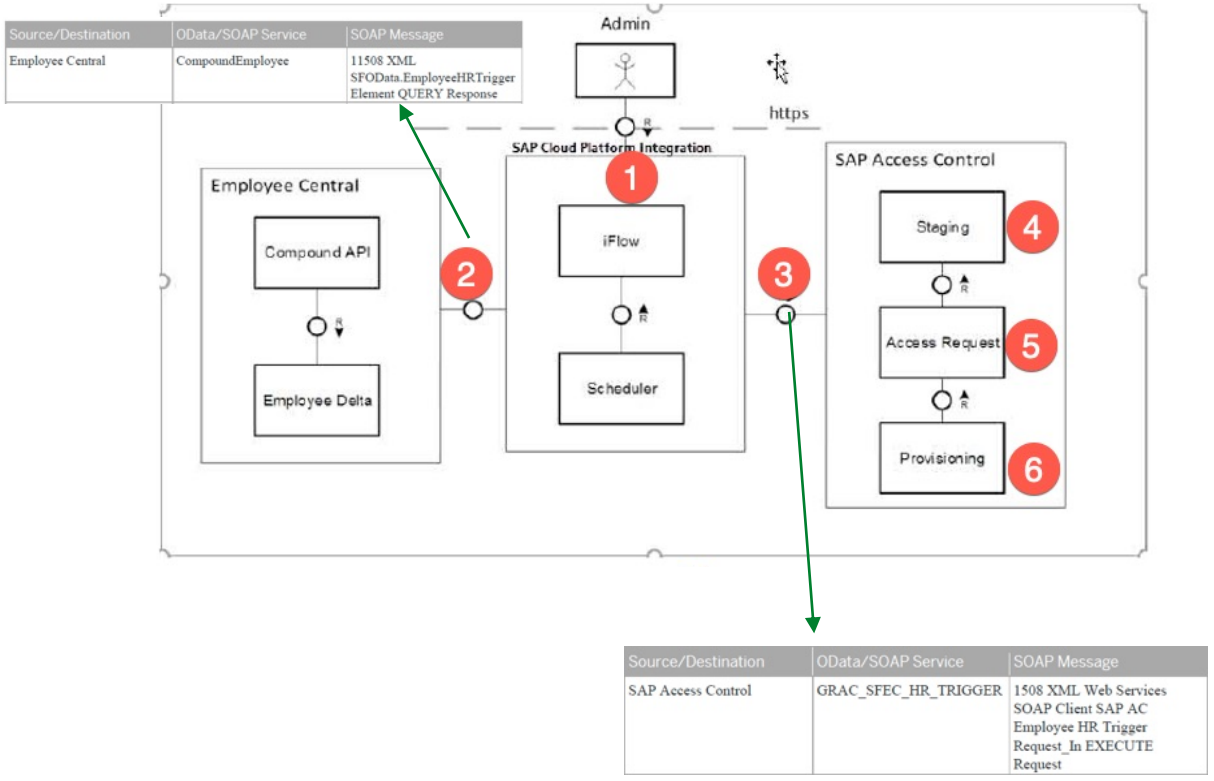
2

3





Integration Overview (detailed view)



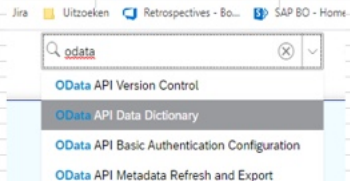
1. The transfer process is always triggered from SAP Cloud Integration, either manually by an administrator, or automatically by a scheduled, periodic process.
2. SAP Cloud Integration calls an OData service that extracts data according to filter values.
3. The employee data is then transferred to SAP Access Control as a SOAP message
4. Once data arrives in SAP Access Control, Access Control takes actions based on BRF+ rules.
5. An access request is created with the correct
6. Provisioning to target applications

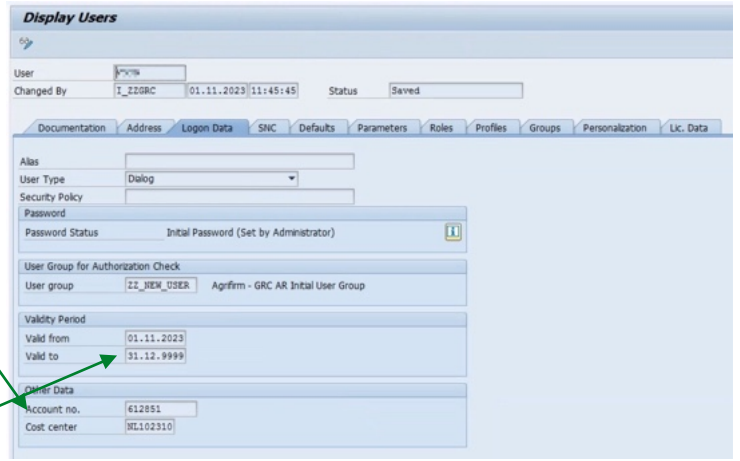
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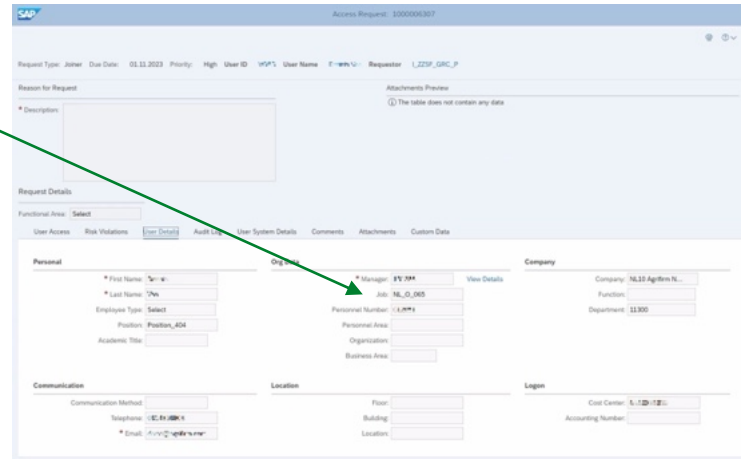
IAM mapping tabel

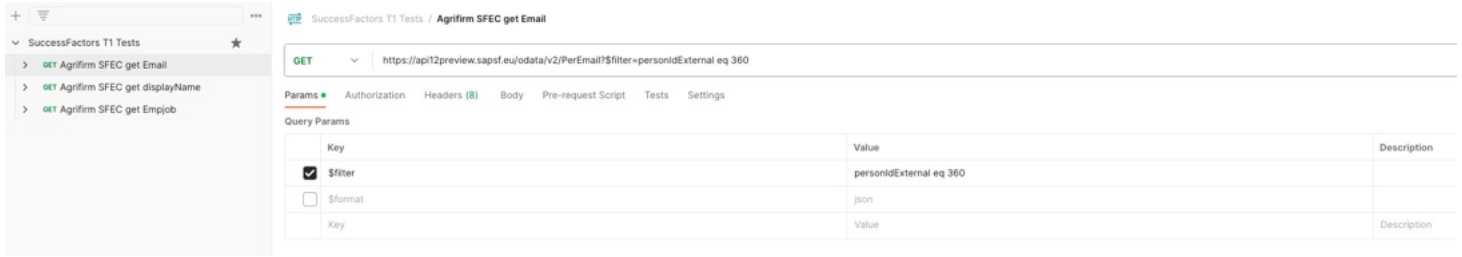
	A	B	C	D	E	F	G	H	I	P	Q	U	V
	General		SUCCESSFACTORS						CI	GRC		UMR	
Nr		Validated?	Label	Technical name	OData API Structure	OData API	Web Se	Web Service Attribu	Field name	AC Fieldname	Structure	UMR	Technical name
1		OK	Person Id	person-id-external						PERSONNEL_NUMBER	IS_ADDITIONA	Afrekeningsnr.	ACCNT
3		OK	Username	username	person	person_id_ext	UserChangi	Userid	Userid	USERID	GRAC_S_USER	Gebruiker	BNAME
4		OK	S/4 HANA Username	custom-string1	person.employment_infor	Position	UserChangi	Empposition	Empposition	position	Geen mapping	Geen mapping	Geen mapping
5		OK	Business email	email-address	person.email_information	email_address	UserChangi	Email	Email	EMAIL	GRAC_S_USER	E-mailadres	SMTP_ADDR
6		OK	Salutation	salutation						Geen mapping	Geen mapping	Geen mapping	Geen mapping
7		OK	Initials	initials						Geen mapping	Geen mapping	Geen mapping	Geen mapping
8		OK	First Name	first-name	person.personal_informat	first_name	UserChangi	Fname	Fname	FIRSTNAME	ADDRESS	NAME_FIRST	ADDRESS
11		OK	Last Name	last-name	person.personal_informat	last_name	UserChangi	Lname	Lname	LASTNAME	ADDRESS	Achternaam	NAME_LAST
12		OK	Phone Number	phone-number	person.phone_informatior	phone_numbe	UserChangi	Telnumber	Telnumber	telephoneNumber	ADDRESS	Telefoon	TEL_NUMBER
13		OK	Company	company	person.employment_infor	Company	UserChangi	Company	Company	COMPANY	COMPANY	Geen mapping	Geen mapping
14		OK	Division	division	person.employment_inform	division	UserChange	PERSONNELAREA	PERSONNELAREA	PERS_AREA	ISHRDATA	Geen mapping	Geen mapping
15		OK	Department	department	person.employment_infor	Department	UserChangi	Department	Department	DEPARTMENT	ADDRESS	DEPARTMENT	DEPARTMENT
16		OK	Job Classification	job-code	person.employment_infor	job_code	UserChangi	Empjob	Empjob	JOB	ADDRESS	Functie	FUNCTION
17		OK	cost-center	cost-center	person.employment_infor	cost_center	UserChangi	Costcenter	Costcenter	COST_CENTER	DEFAULTS	Kostenplaats	KOSTL
18		OK	Supervisor	manager-id	person.employment_infor	manager_id	UserChangi	Manager	Manager	MANAGER	?	Geen mapping	Geen mapping
19		OK	Termination Date	end-date	person.employment_infor	end_date	UserChangi	ValidTo	ValidTo	VALID_TO	ADDTEL	Geldig tot	GLTGB
21		OK	Hire date	start-date	person.employment_infor	start_date	UserChangi	ValidFrom	ValidFrom	VALID_FROM		Geldig van	?
22		OK	Business Unit	business-unit	person.employment_infor	business_unit	UserChangi	BUSINESS_AREA	BUSINESS_AREA	BUSINESS_AREA	IS_ADDITIONA	Geen mapping	Geen mapping
24		OK	Employee Status	?	person.employment_infor	emplStatus	UserChangi	EMPLSTATUS	EMPLSTATUS	Geen mapping	Geen mapping	Geen mapping	Geen mapping
25		OK	Event	?	person.employment_infor	event	UserChangi	EVENT	EVENT	Geen mapping	Geen mapping	Geen mapping	Geen mapping

	SAP standaard
	handmatig ingericht
	nog in te richten
	geen mapping
	onbekend
	te valideren







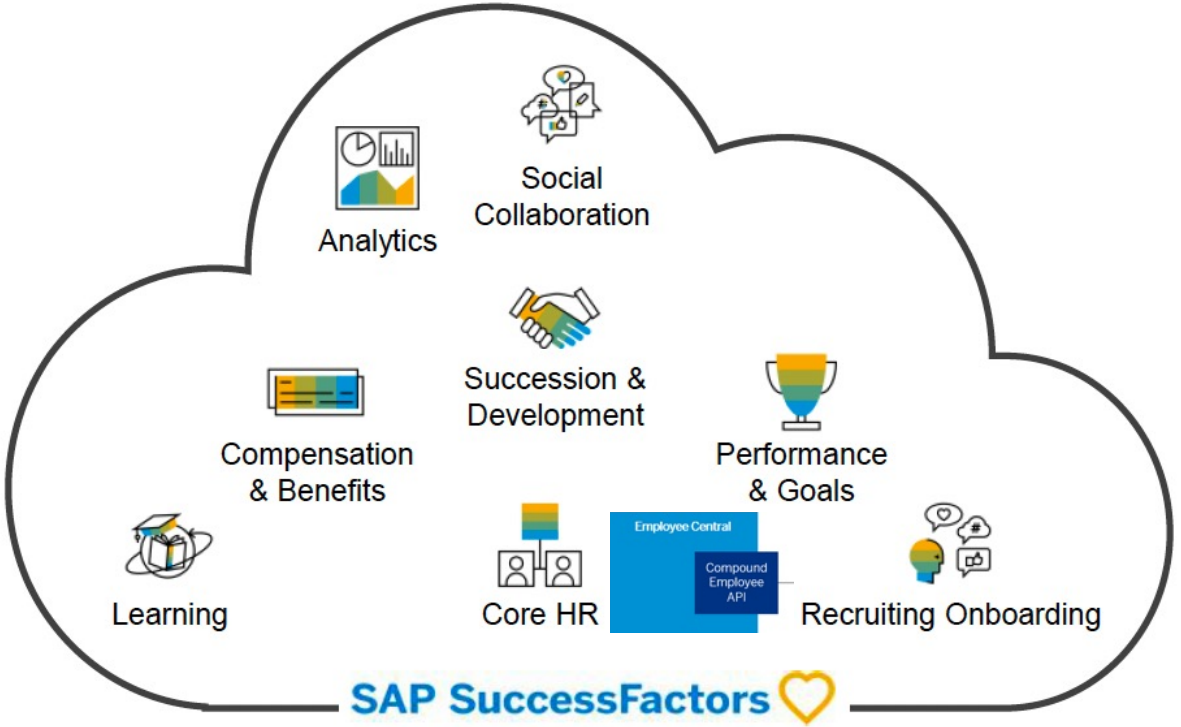


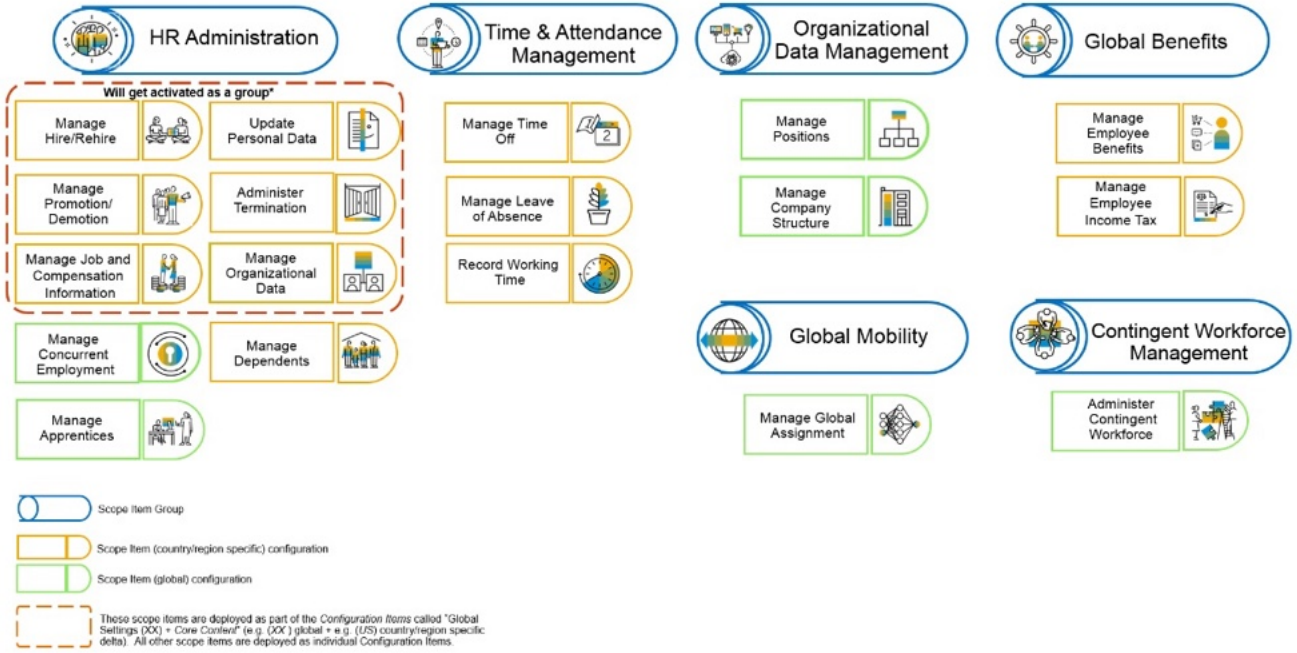
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SuccesFactors Architecture

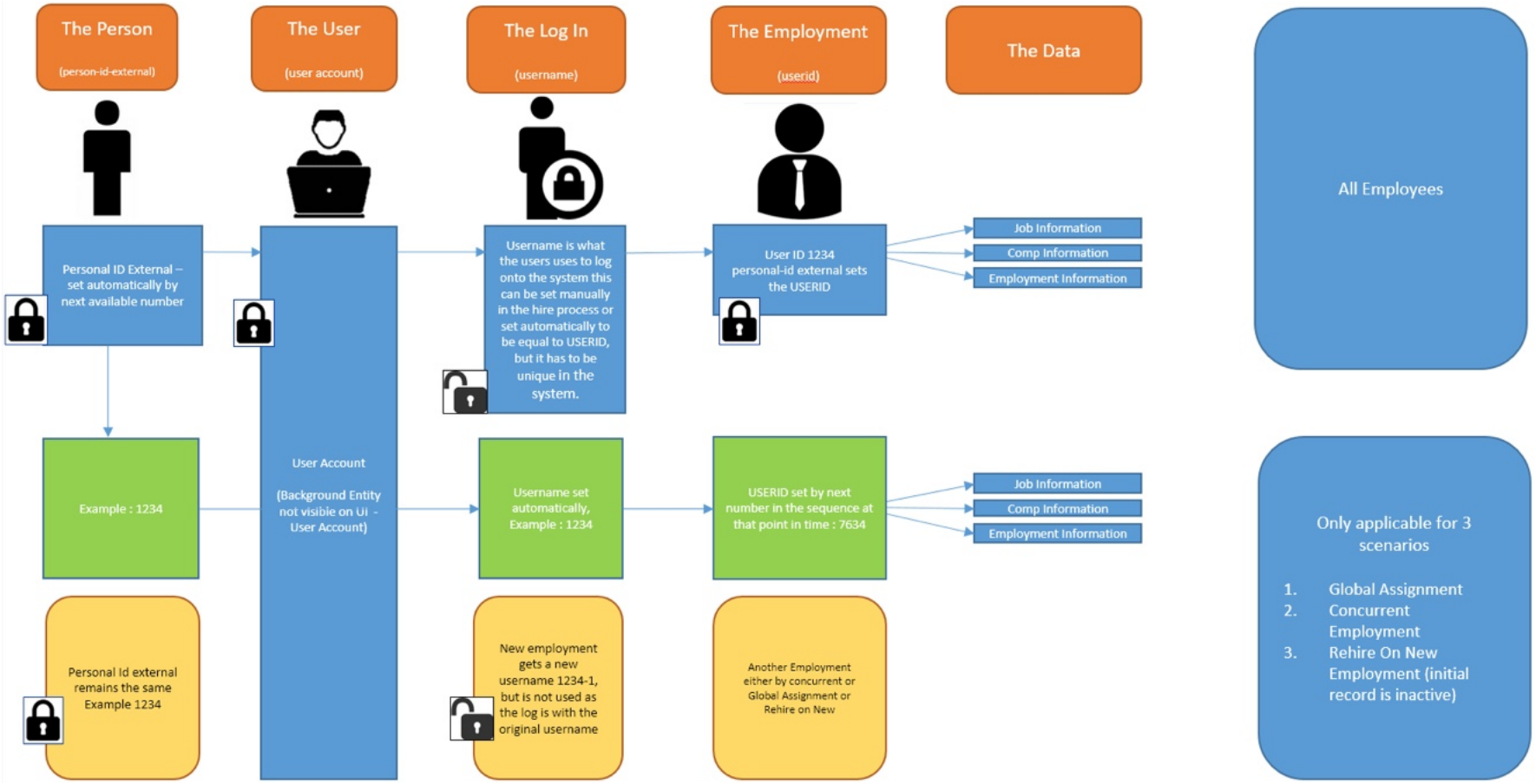




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Clarification different ID’s within SuccessFactors

- Below the SuccesFactor logic for userid/username
- SF username within Agrifirm will be filled with the classical USERID from SAP/ sam accountname in AD
- SF userid will be filled with person-id



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Migration to username in SFEC

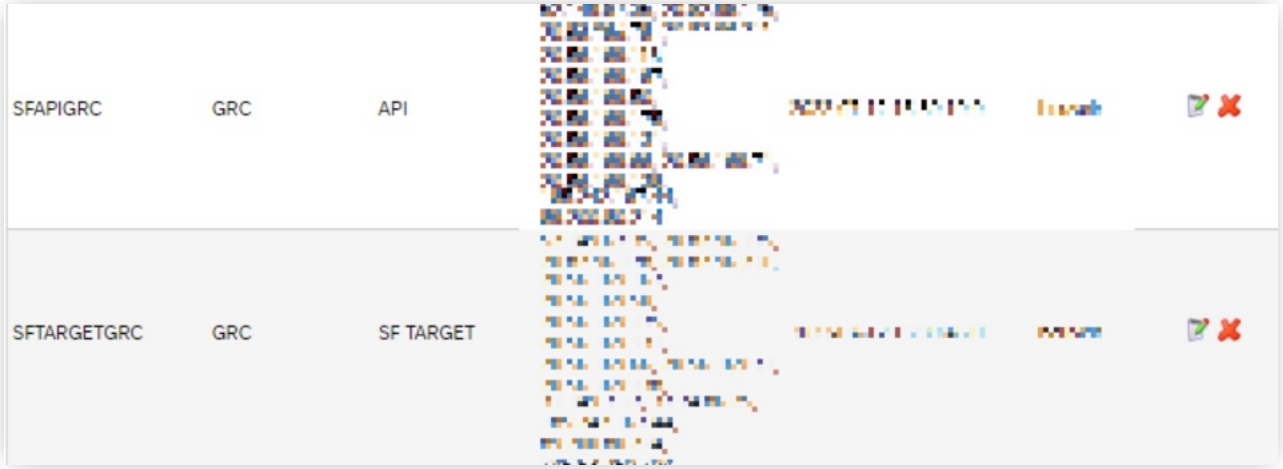
- Value
  - Prerequisite for SFEC to GRC interface (SAP standard)
  - Embedded BI startup from SFEC
  - SAML SSO on e-mail address field
  - Alignment with Active Directory data and better data quality overall (for username/e-mail)

- Features
  - Change username field in SFEC to contain usernames in stead of e-mail address and other data
  - Mass data change in SFEC
  - IAS is IdP with delegation to Azure AD/ Entra ID
  - IAS userdata is filled from sync job SFEC

- Requirements/dependency
  - SAML SSO switch from username to e-mail
  - IAS/IPS configuration
  - Data validation username/e-mail

SFEC configuration

- Create SFAPIGRC/SFTARGETGRC user + assign rights
- Enable Compound Employee SAP API
- IP whitelisting (Cloud Integration)
- Basic authentication > OAuth

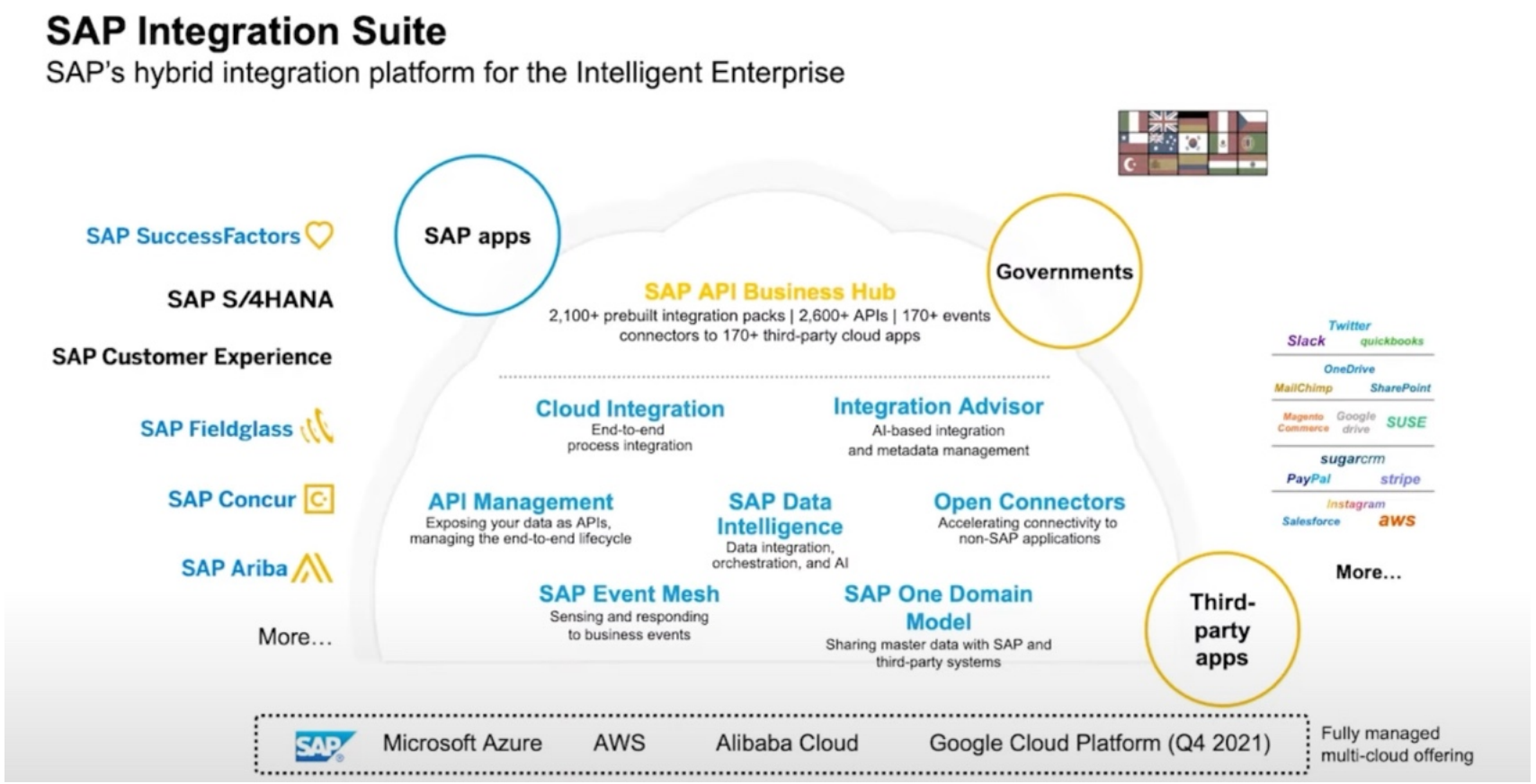


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Agenda

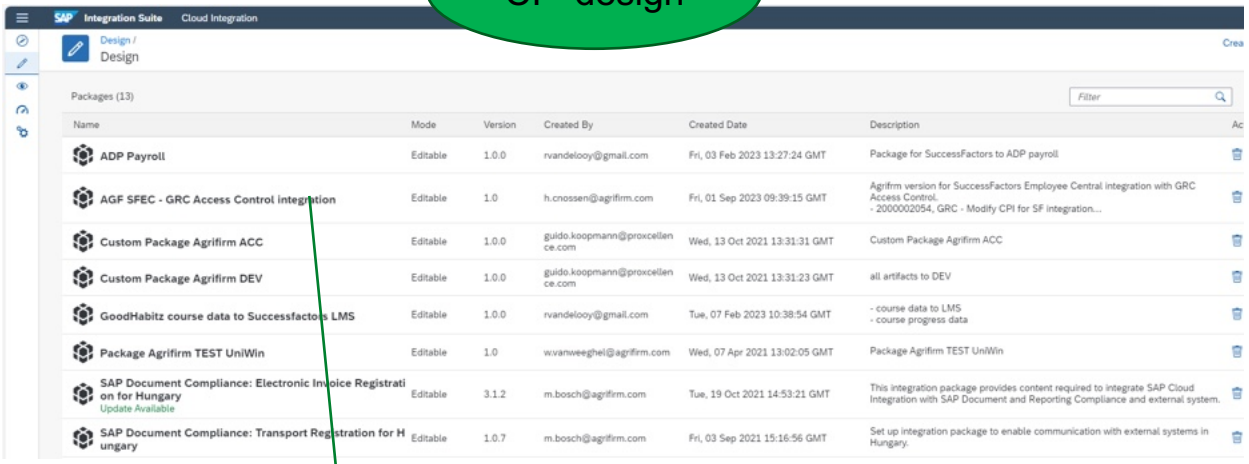
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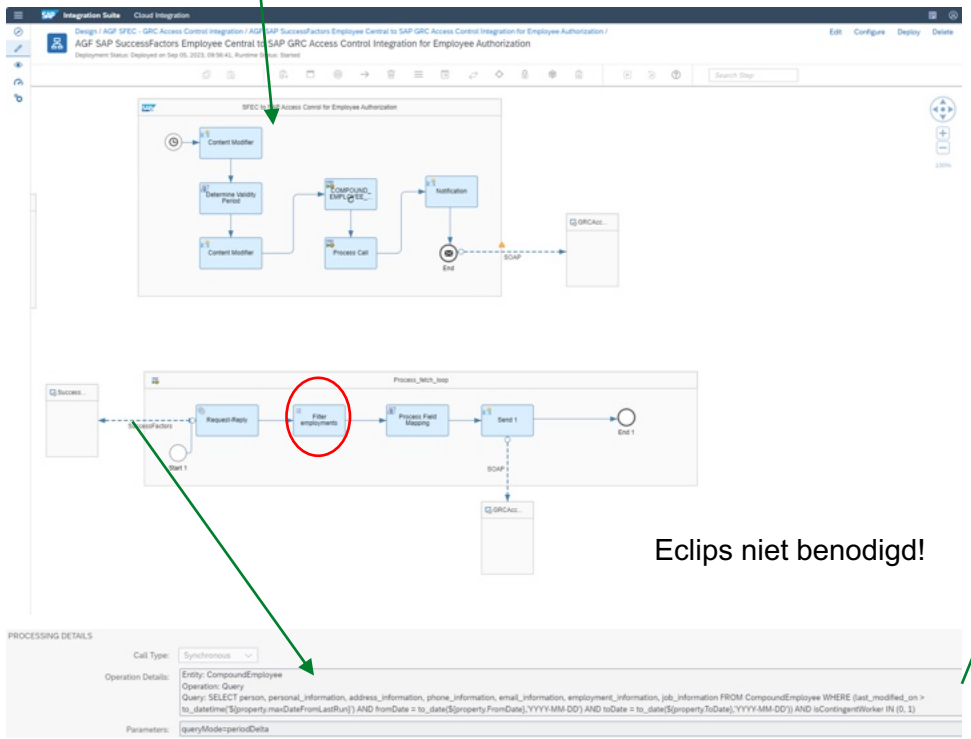
Cloud Integration Suite



Cloud Integration

CI - design





Eclips niet benodigd!

XML content

```
            if (arrEmployeeChangeAttributesSFEC[j].contains("start_date") ==
                Date dateValue;
                if(attributeValue){
                    dateValue = dateFormat.parse(attributeValue);
                    attributeValue = dateGRCFormat.format(dateValue);
                }
                if(attributeOldValue){
                    dateValue = dateFormat.parse(attributeOldValue);
                    attributeOldValue = dateGRCFormat.format(dateValue);
                }
            }

            Node nodeUserChangeItem = xmlHelper.createNode("item", new String(), nodeUserChange, employeeHRTriggerReceiverRequest);
            xmlHelper.createNode("FieldName1", arrEmployeeChangeAttributesSAPAC[j], nodeUserChangeItem, employeeHRTriggerReceiverRequest);
            xmlHelper.createNode("NewValue1", attributeValue, nodeUserChangeItem, employeeHRTriggerReceiverRequest);
            xmlHelper.createNode("OldValue1", attributeOldValue, nodeUserChangeItem, employeeHRTriggerReceiverRequest);
            xmlHelper.createNode("FieldName2", "ACTION", nodeUserChangeItem, employeeHRTriggerReceiverRequest);
            xmlHelper.createNode("NewValue2", actionValue, nodeUserChangeItem, employeeHRTriggerReceiverRequest);
            xmlHelper.createNode("OldValue2", new String(), nodeUserChangeItem, employeeHRTriggerReceiverRequest);
            xmlHelper.createNode("FieldName3", new String(), nodeUserChangeItem, employeeHRTriggerReceiverRequest);
            xmlHelper.createNode("NewValue3", new String(), nodeUserChangeItem, employeeHRTriggerReceiverRequest);
            xmlHelper.createNode("OldValue3", new String(), nodeUserChangeItem, employeeHRTriggerReceiverRequest);
        }

        //Fortesting
        if (j == 0){
            break;
        }
    }

    Node nodeCustomFields = xmlHelper.createNode("CustomFields", new String(), nodeItem, employeeHRTriggerReceiverRequest);
```

GRC Staging tables



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Overall GRC architecture and relation with SFEC as source

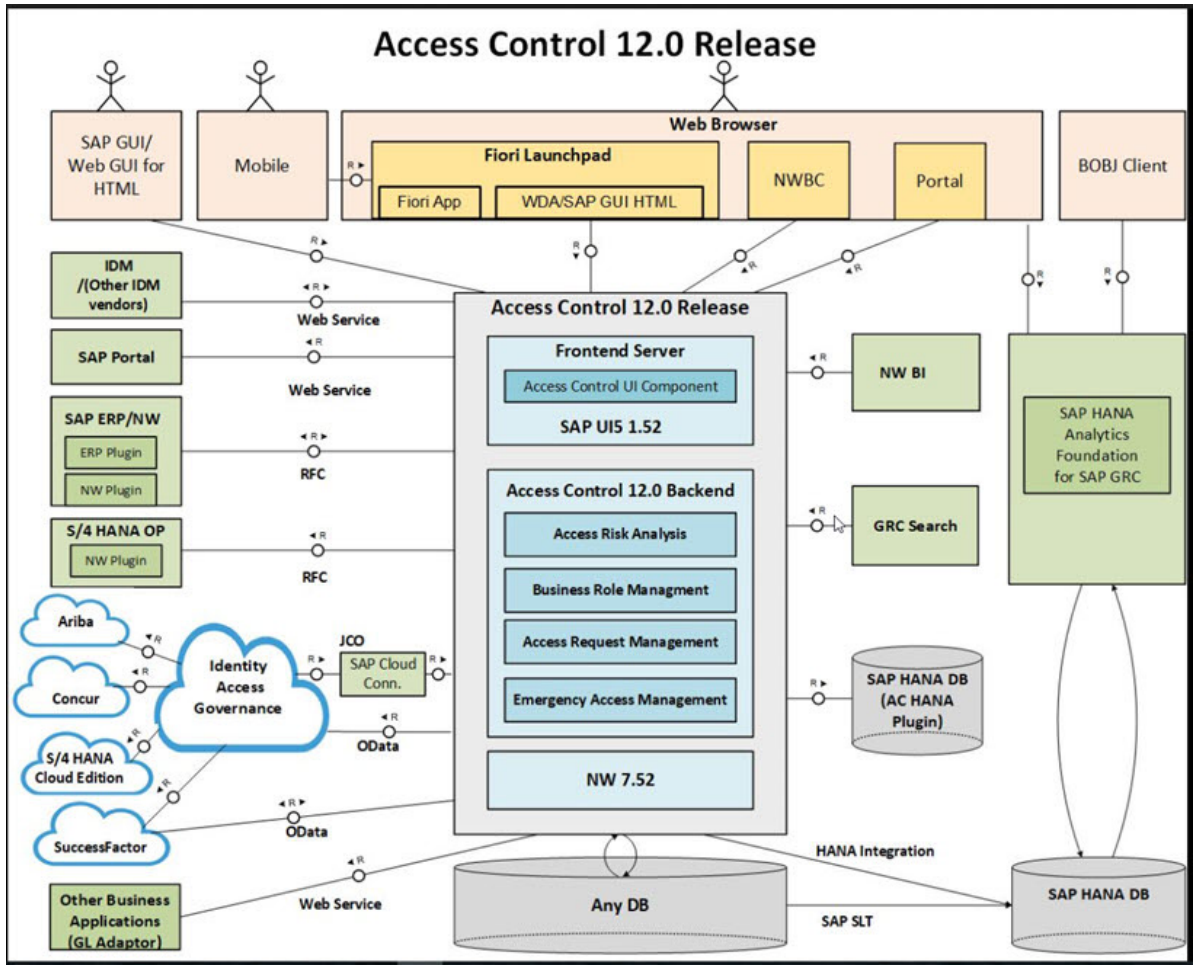
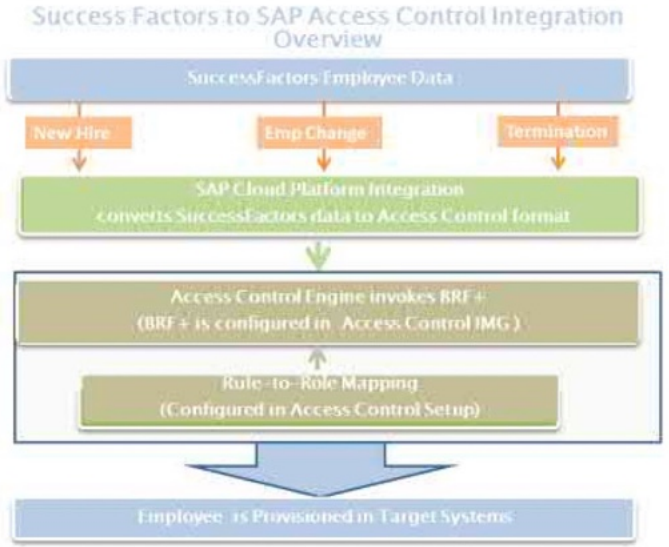
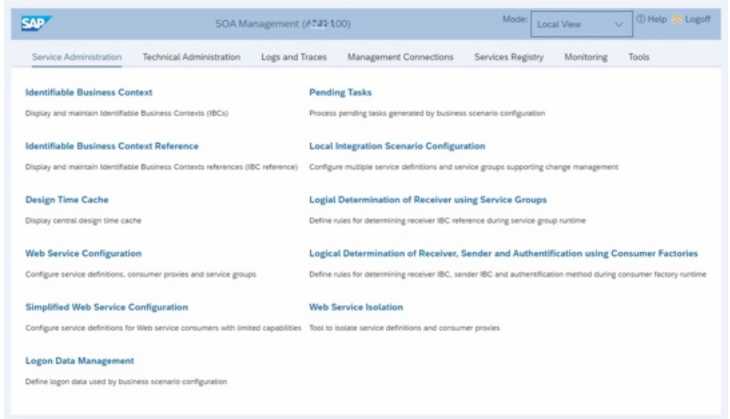


Figure 1: Integration Overview



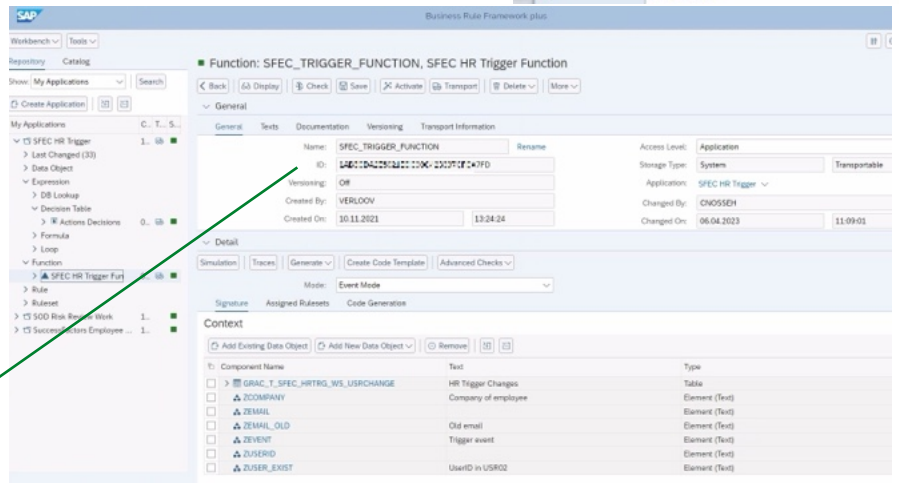
GRC configuration

- Activate web service GRAC_SFEC_HR_TRIGGER (SOAMANAGER)
- Create request types
- Maintain HR triggers
- Configure BRF+ application SFEC_HR_TRIGGER_APP
- Mapping BRF+ Function ID to GRC AC
- Rule to Role mapping
  - Back end (BRF+)
  - Front end (GRC Tile)
- BRF+ decision tabel opbouwen



Request type

Req Type	Description	Active	MSMP Process ID
23	Joiner	☑	SAP_GRAC_ACCESS_REQUEST
24	Mover	☑	SAP_GRAC_ACCESS_REQUEST
25	Leaver	☑	SAP_GRAC_ACCESS_REQUEST
26	Mutation	☑	SAP_GRAC_ACCESS_REQUEST



Maintain Action

Action ID	Description
JOIN	Joiner
LEAV	Leaver
MOV	Mover
MUT	Mutation

Application mapping

Appl Id	BRF Function Id	MSMP Process ID
HR Triggers …	[redacted]7FD	SAP_GRAC_ACCESS_REQUEST
Rule to Role…	[redacted]49D	SAP_GRAC_ACCESS_REQUEST

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Staging tabels

Data Browser: Table GRACSFECTRGUSER Select Entries 8

MANDT	TRIGGERID	USERID	VALID_TO	EMPPOSITION	EMPJOB	PERSONNELNO	EMAIL	TELNUMBER	DEPARTMENT	COMPANY	LOCATION	COSTCENTER	EMPTYPE	FULLNAME	MANAGER	STATUS	LMD	STATUS_MESSAGE
100	00000284	cnosseh		Position_465	GT_H_1110	101049	h.cnossen@agrifirm.com	+31 6 46 46 44 72	10190	NL11		NL383020	000		151776	FAILED	20230310110901	Rules are not satisfied for Employee ID cnosseh
100	00000289	cnosseh		Position_465	GT_H_1110	101049	h.cnossen@agrifirm.com	+31 6 46 46 44 72	10190	NL11		NL383020	000		151776	FAILED	20230310230844	Rules are not satisfied for Employee ID cnosseh
100	00000294	cnosseh		Position_465	GT_H_1110	101049	h.cnossen@agrifirm.com	+31 6 46 46 44 72	10190	NL11		NL383020	000		151776	FAILED	20230311110848	Rules are not satisfied for Employee ID cnosseh
100	00000299	cnosseh		Position_465	GT_H_1110	101049	h.cnossen@agrifirm.com	+31 6 46 46 44 72	10190	NL11		NL383020	000		151776	FAILED	20230311230828	Rules are not satisfied for Employee ID cnosseh
100	00000304	cnosseh		Position_465	GT_H_1110	101049	h.cnossen@agrifirm.com	+31 6 46 46 44 72	10190	NL11		NL383020	000		151776	FAILED	20230312110732	Rules are not satisfied for Employee ID cnosseh
100	00000407	cnosseh		Position_465	GT_H_1110	101049	h.cnossen@agrifirm.com	+31 6 46 46 44 72	10190	NL11		NL383020	000		151776	FAILED	20230525105051	Rules are not satisfied for Employee ID cnosseh
100	00000527	cnosseh		Position_465	GT_H_1124	101049	h.cnossen@agrifirm.com	+31 6 46 46 44 72	10190	NL11		NL11383020	000		151776	PROCESSED	20230902105044	Request Number:1000005304
100	00000569	cnosseh		Position_465	GT_H_1124	101049	h.cnossen@agrifirm.com	+31 6 46 46 44 72	10190	NL11		NL	000		151776	FAILED	20231010105033	Rules are not satisfied for Employee ID cnosseh

7.2 Staging Tables

Once SAP Access Control receives the employee change data, it is stored in staging tables. If needed, you can use these staging tables for troubleshooting the integration process. The following are the staging tables:

Staging Table Name	Description
GRACSFECTRGUSER	Employee Details
GRACSFECUSRCHNG	Employee Change Information
GRACSFECUSERCF	Employee Custom Fields

Table GRACSFECTRGUSER contains a processing status for each record. The possible statuses are listed in the table below.

Processing Status	Meaning
OPEN	Record is not yet processed
PROCESSED	Request successfully created
FAILED	Request was not created due to errors

Structure: GRAC_S_SFEC_HRTRG_WS_USRCHANGE, SF Employee Central HR Trig...

Back | Display | Check | Save | Activate | Transport | Delete | More

General

General | Texts | Documentation | Versioning | Transport Information

Name: GRAC_S_SFEC_HRTRG_WS_USRCHANGE Rename
ID: [redacted]7FD
Versioning: Off
Created By: VERLOOV
Created On: 10.11.2021 13:24:24
Access Level: Application
Storage Type: System
Application: SFEC HR Trigger
Changed By: VERLOOV
Changed On: 23.11.2021

Detail

Define Data Binding

Binding Type: Bind to Structure Type (DDIC) Refresh Binding
DDIC Type Name: GRAC_S_SFEC_HRTRG_WS_... Where-Used List

Structure Definition

Component Name	Text
FIELD_NAME1	SFEC HR Field Name 1
OLD_VALUE1	SFEC HR Old Value1
NEW_VALUE1	SFEC HR New Value1
FIELD_NAME2	SFEC HR Field Name 2
OLD_VALUE2	SFEC HR Old Value2
NEW_VALUE2	SFEC HR New Value2
FIELD_NAME3	SFEC HR Field Name 3
OLD_VALUE3	SFEC HR Old Value3
NEW_VALUE3	SFEC HR New Value3

Data Browser: Table GRACSFECUSRCHNG: Selection Screen

Number of Entries

USERCHNGID		to	
TRIGGERID		to	
USERID		to	
FIELD_NAME1		to	
OLD_VALUE1		to	
NEW_VALUE1		to	
FIELD_NAME2		to	
OLD_VALUE2		to	
NEW_VALUE2		to	
FIELD_NAME3		to	
OLD_VALUE3		to	
NEW_VALUE3		to	

Width of Output List: 500
Maximum No. of Hits: 200

Alle tabellen obv change history

SF GRC Integration Agrifirm

SuccessFactors

SAP Cloud Integration

BRF+ GRAC_SFEC_HR_TRIGGER_APP132340

Joiners

Movers

Leavers

Extensions

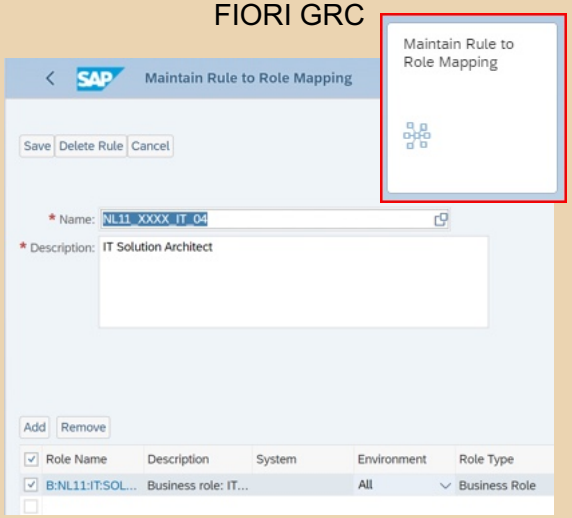
GRC

BRF+ ZRULE2ROLE
Translates HR Attribute (Emlpoyee Job) to Rule

COMPANY	EMPJOB	GRAC_RULE_NAME
=NL11	[XXXX_IT*]	fx ZCREATE_COMP_JOBCODE
=NL10	[NL10_EX*]	fx ZCREATE_COMP_JOBCODE
=NL11 ; =NL10 ; =BE10 ; =PL10 ; =HU10 ; =NL12 ; =BE11 ; =BE16 ; =NL12	...	GENERAL_JOINER

Deployment SuccesFactors static groups

FIORI GRC



Translate Rule to Roles (Business or Composite)

Target systems

Deployment SAP Cloud systems (e.g. C4C)

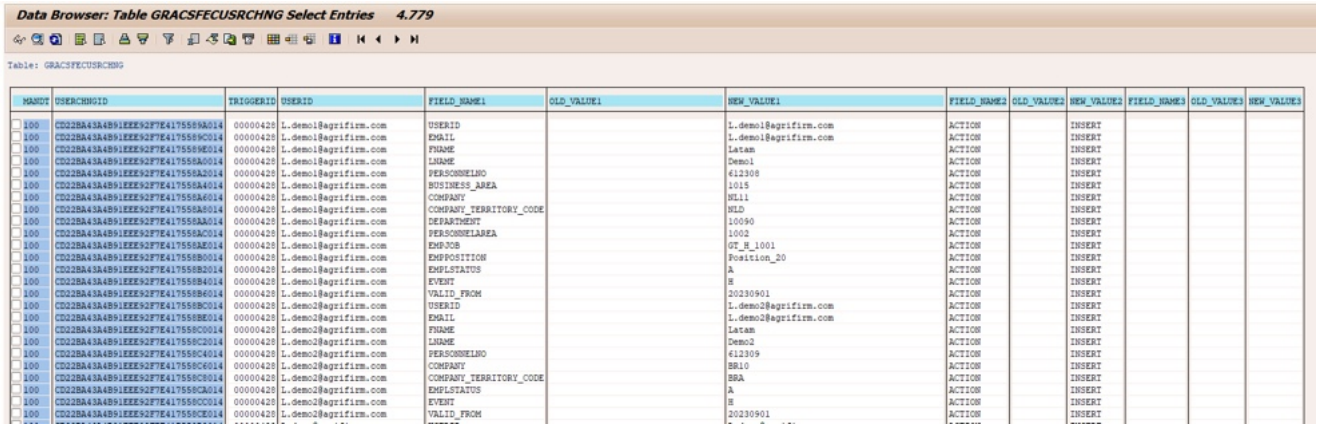
Deployment SAP systems

Deployment SAP related AD groups (e.g. Mendix, SAC)

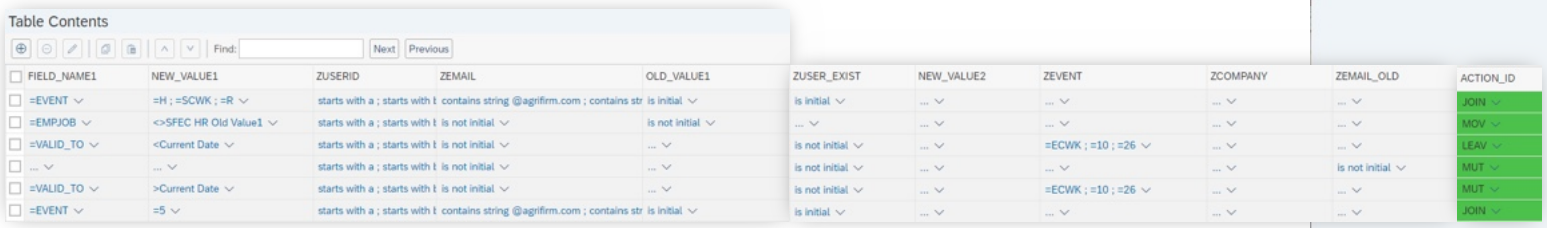
agrifirm

BRF+ tip

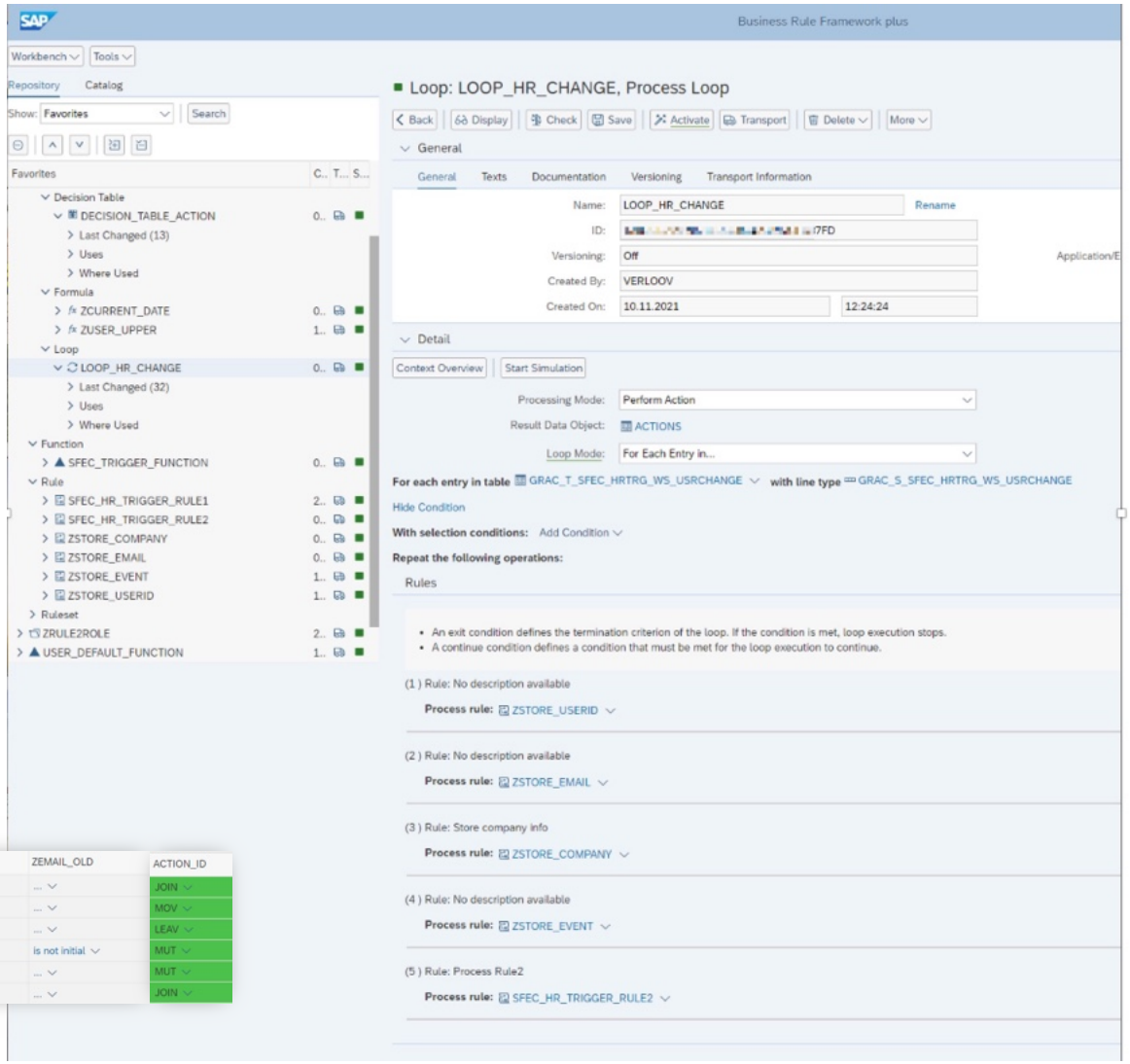
Staging velden bufferen voor goede selectie



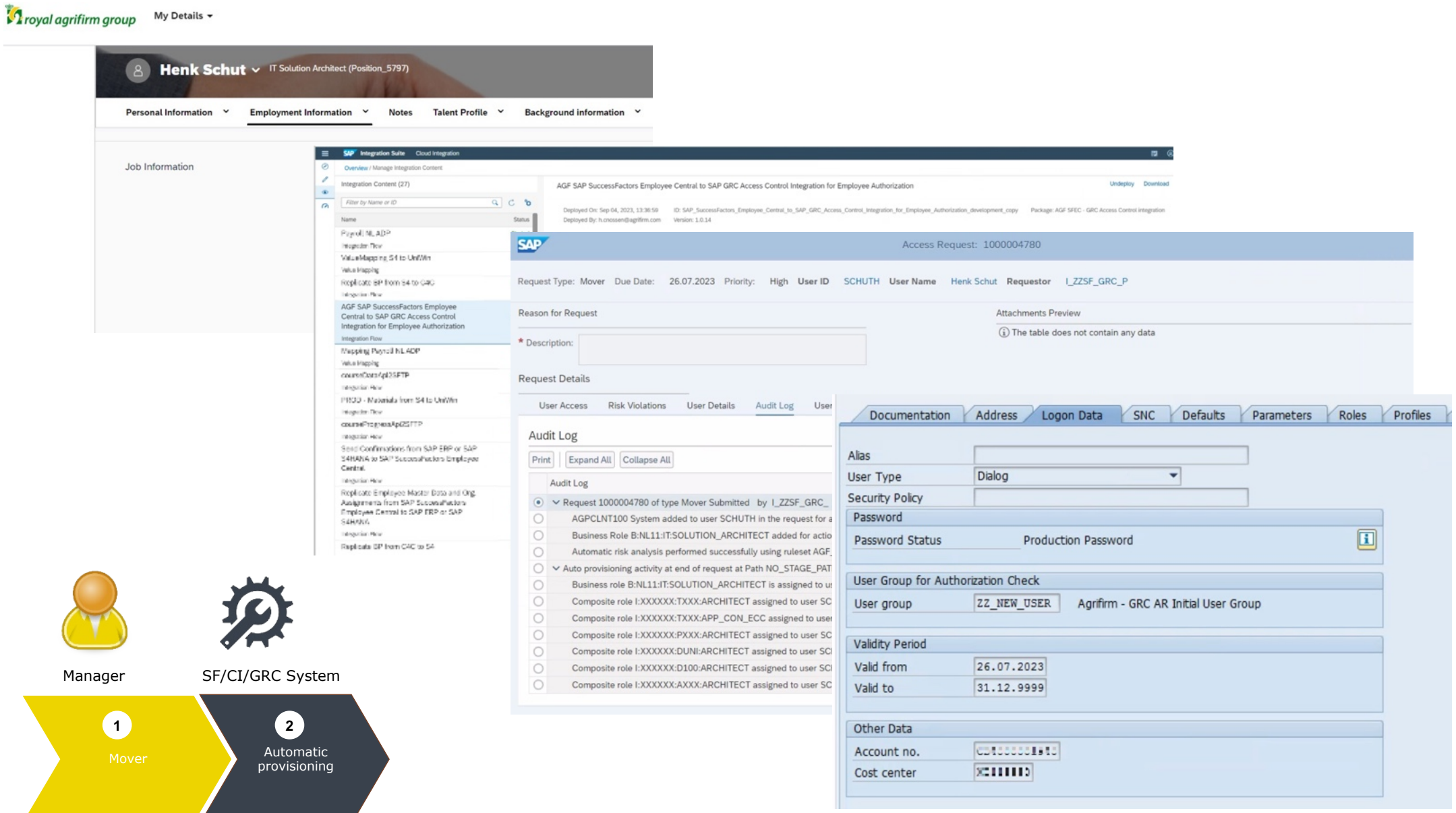
MANDT	USERCHNGID	TRIGGERID	USERID	FIELD_NAME1	OLD_VALUE1	NEW_VALUE1	FIELD_NAME2	OLD_VALUE2	NEW_VALUE2	FIELD_NAME3	OLD_VALUE3	NEW_VALUE3
100	CD22BA43A4B91EEE92F7E417555%A014	00000428	L.demo1@agrifirm.com	USERID		L.demo1@agrifirm.com	ACTION		INSERT			
100	CD22BA43A4B91EEE92F7E417555%C014	00000428	L.demo1@agrifirm.com	EMAIL		L.demo1@agrifirm.com	ACTION		INSERT			
100	CD22BA43A4B91EEE92F7E417555%E014	00000428	L.demo1@agrifirm.com	FNAME		Latam	ACTION		INSERT			
100	CD22BA43A4B91EEE92F7E417555A0014	00000428	L.demo1@agrifirm.com	LNAME		Demo1	ACTION		INSERT			
100	CD22BA43A4B91EEE92F7E417555A2014	00000428	L.demo1@agrifirm.com	PERSONNELNO		612308	ACTION		INSERT			
100	CD22BA43A4B91EEE92F7E417555A4014	00000428	L.demo1@agrifirm.com	BUSINESS_AREA		1015	ACTION		INSERT			
100	CD22BA43A4B91EEE92F7E417555A6014	00000428	L.demo1@agrifirm.com	COMPANY		NL11	ACTION		INSERT			
100	CD22BA43A4B91EEE92F7E417555A8014	00000428	L.demo1@agrifirm.com	COMPANY_TERRITORY_CODE		NLD	ACTION		INSERT			
100	CD22BA43A4B91EEE92F7E417555AA014	00000428	L.demo1@agrifirm.com	DEPARTMENT		10090	ACTION		INSERT			
100	CD22BA43A4B91EEE92F7E417555AC014	00000428	L.demo1@agrifirm.com	PERSONNELAREA		1002	ACTION		INSERT			
100	CD22BA43A4B91EEE92F7E417555AE014	00000428	L.demo1@agrifirm.com	EMPJOB		GT_H_1001	ACTION		INSERT			
100	CD22BA43A4B91EEE92F7E417555B0014	00000428	L.demo1@agrifirm.com	EMPPOSITION		Position_20	ACTION		INSERT			
100	CD22BA43A4B91EEE92F7E417555B2014	00000428	L.demo1@agrifirm.com	EMPLSTATUS		A	ACTION		INSERT			
100	CD22BA43A4B91EEE92F7E417555B4014	00000428	L.demo1@agrifirm.com	EVENT		H	ACTION		INSERT			
100	CD22BA43A4B91EEE92F7E417555B6014	00000428	L.demo1@agrifirm.com	VALID_FROM		20230901	ACTION		INSERT			
100	CD22BA43A4B91EEE92F7E417555BC014	00000428	L.demo2@agrifirm.com	USERID		L.demo2@agrifirm.com	ACTION		INSERT			
100	CD22BA43A4B91EEE92F7E417555BE014	00000428	L.demo2@agrifirm.com	EMAIL		L.demo2@agrifirm.com	ACTION		INSERT			
100	CD22BA43A4B91EEE92F7E417555C0014	00000428	L.demo2@agrifirm.com	FNAME		Latam	ACTION		INSERT			
100	CD22BA43A4B91EEE92F7E417555C2014	00000428	L.demo2@agrifirm.com	LNAME		Demo2	ACTION		INSERT			
100	CD22BA43A4B91EEE92F7E417555C4014	00000428	L.demo2@agrifirm.com	PERSONNELNO		612309	ACTION		INSERT			
100	CD22BA43A4B91EEE92F7E417555C6014	00000428	L.demo2@agrifirm.com	COMPANY		BR10	ACTION		INSERT			
100	CD22BA43A4B91EEE92F7E417555C8014	00000428	L.demo2@agrifirm.com	COMPANY_TERRITORY_CODE		BRA	ACTION		INSERT			
100	CD22BA43A4B91EEE92F7E417555CA014	00000428	L.demo2@agrifirm.com	EMPLSTATUS		A	ACTION		INSERT			
100	CD22BA43A4B91EEE92F7E417555CC014	00000428	L.demo2@agrifirm.com	EVENT		H	ACTION		INSERT			
100	CD22BA43A4B91EEE92F7E417555CE014	00000428	L.demo2@agrifirm.com	VALID_FROM		20230901	ACTION		INSERT			



FIELD_NAME1	NEW_VALUE1	ZUSERID	ZEMAIL	OLD_VALUE1	ZUSER_EXIST	NEW_VALUE2	ZEVENT	ZCOMPANY	ZEMAIL_OLD	ACTION_ID
=EVENT	=H ; =SCWK ; =R	starts with a ; starts with t	contains string @agrifirm.com ; contains str	is initial	is initial	...	...	...	...	JOIN
=EMPJOB	<>SFEC HR Old Value1	starts with a ; starts with t	is not initial	is not initial	...	...	...	...	...	MOV
=VALID_TO	<Current Date	starts with a ; starts with t	is not initial	...	is not initial	...	=ECWK ; =10 ; =26	...	...	LEAV
...	...	starts with a ; starts with t	is not initial	...	is not initial	...	...	...	is not initial	MUT
=VALID_TO	>Current Date	starts with a ; starts with t	is not initial	...	is not initial	...	=ECWK ; =10 ; =26	...	...	MUT
=EVENT	=5	starts with a ; starts with t	contains string @agrifirm.com ; contains str	is initial	is initial	...	...	...	...	JOIN



Succesvolle mover (SF>CI>GRC>UMR)



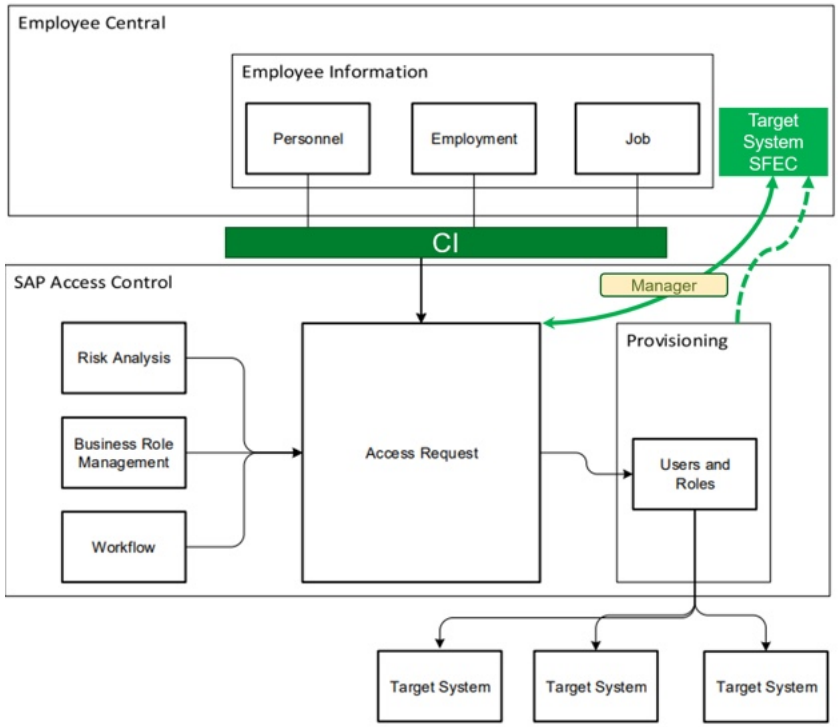
agrifirm

Agenda

- Introductie Agrifirm
- Raamwerk en architectuur
- Huidige setup
- Configuratie
- SuccesFactors Employee Central
- Cloud Integration
- GRC Access Control
- **Losse toegangsaanvraag**
- Rolemining
- Best practices
- Roadmap
- Vragen

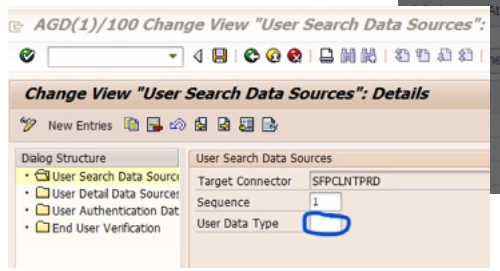
Architectuur losse acces request

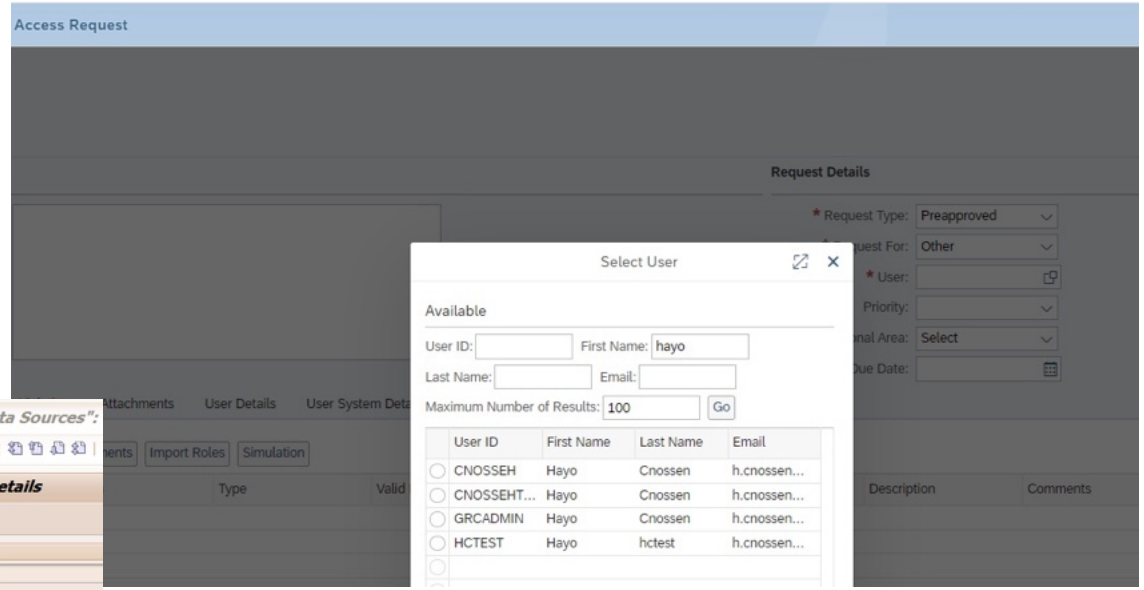
- Live connectie werkt niet naar behoren (hard coded erin werkt wel)
- Zoeken werkt alleen met GRACUSER tabel in GRC



Customizing setting for user search in Successfactors data semi online
•2050 should set to NO
•1022 "Connector for which Object Ids may be maintained case sensitive" **should be removed**
When lowercase userid's are in GRACUSERMAP the search won't work
•**User Data Type** in **User Search Data Source** should be empty or SU01 in "*Maintain DataSource Configuration*"

At "Maintain Data source configuration" for "user Search Data Sources" set for Target connector "**SFPCLNTPRD**" user data type to **SU01 or empty it**





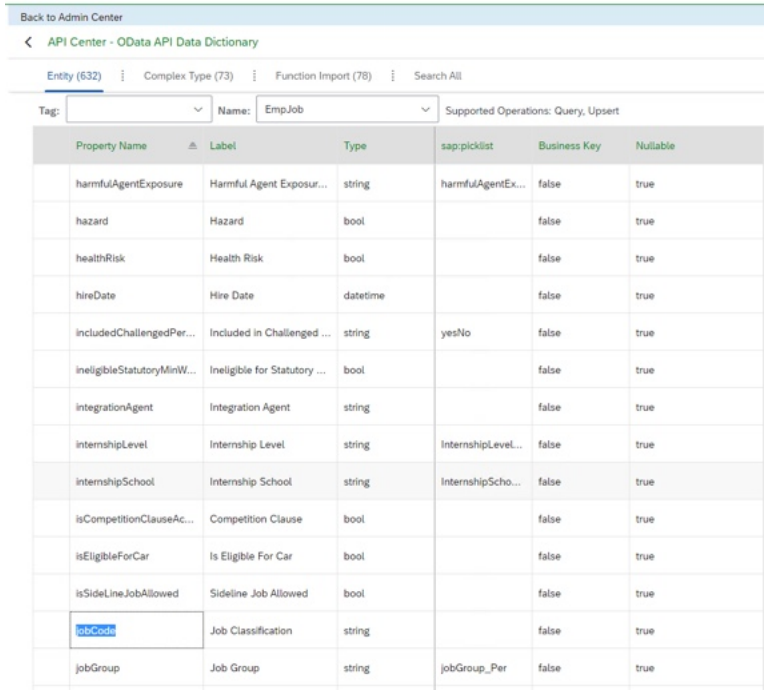
Access Request mapping with action 4

- Follow note:
  3028627 - Mapping SuccessFactors OData service fields to GRC user details - SAP ONE Support Launchpad
- Use EmpJob in oData AP Data Dictionary in SFEC
- Use User in oData API Data Dictionary in SFEC

Connector Group	AG_ARM_SF
Connector Action	4

Assign group field mapping

AC Field Name	System Field Name	Table Name
PERSONNEL_NUMBER	userId	
SAP_USER_ID	username	
JOB	jobCode	
COST_CENTER	costCenter	JOBINFONAV
POSITION	position	JOBINFONAV
COMPANY	company	JOBINFONAV
DEPARTMENT	department	JOBINFONAV

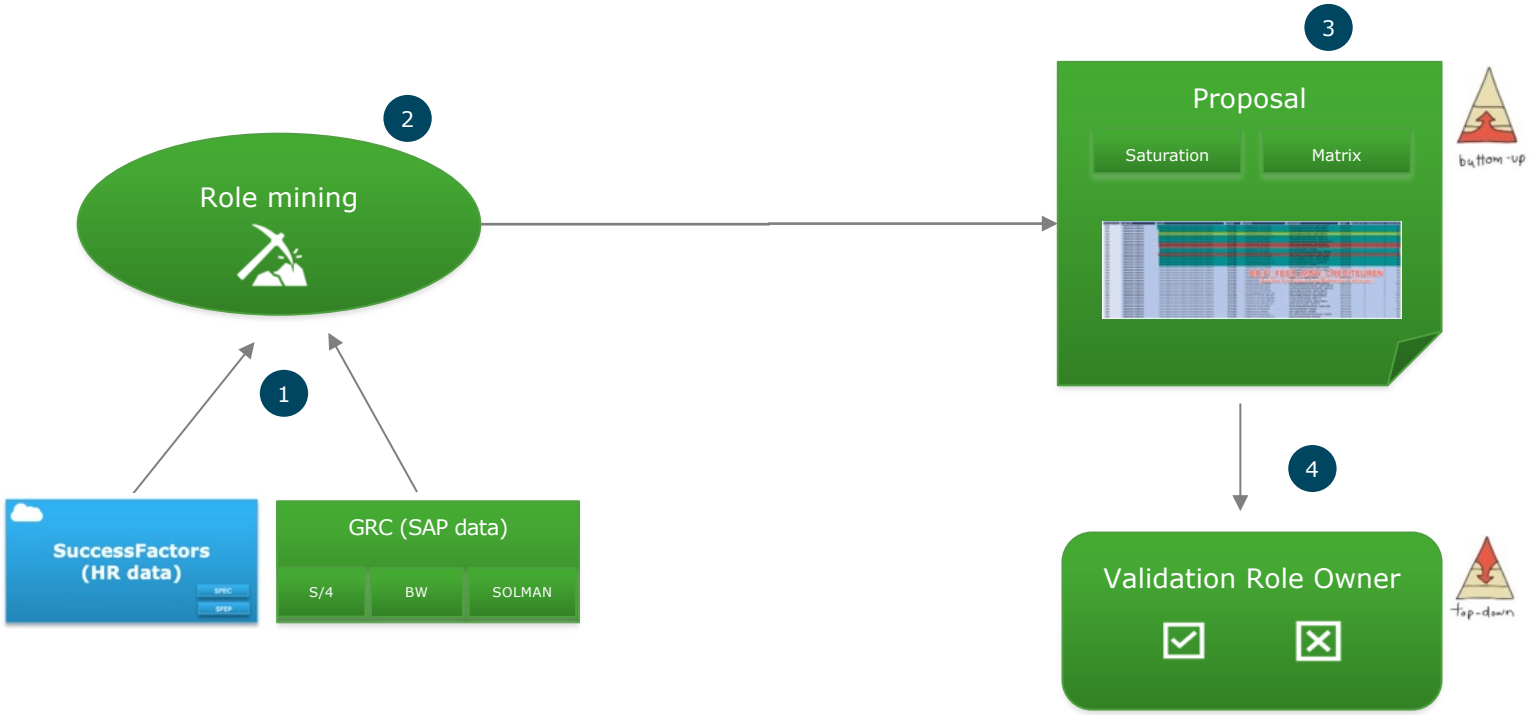


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- Best practices
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Role mining process



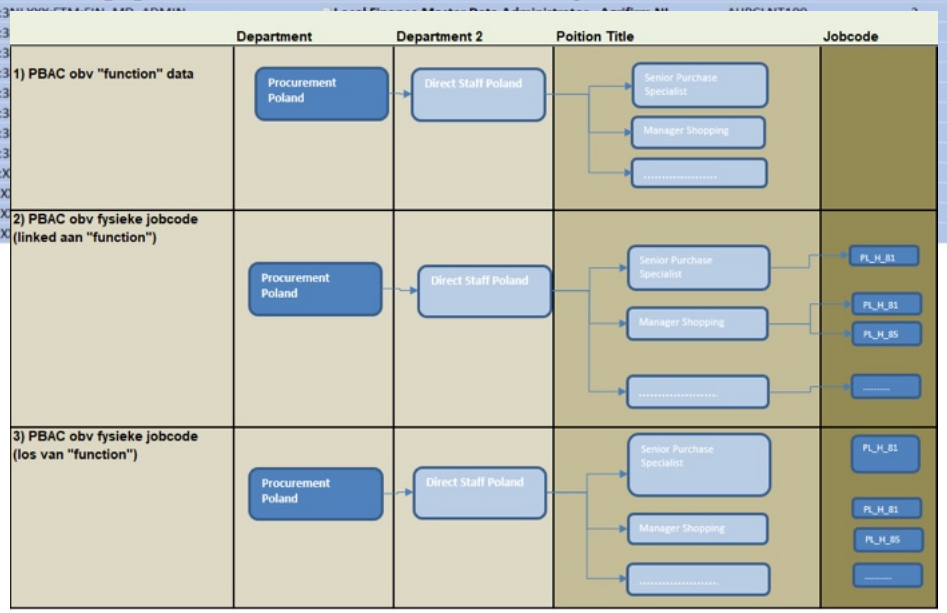
1. Import SFEC and SAP GRC
2. Role mining
3. Create proposal in matrix with saturation levels (i.e. >80% = green)
4. Validation Role Owner

Rolemining example

Role Type	Composite Role
Environment	Production

Code (Legal Entity)	Position Title	Function	Job Code	Role Name	Role Description	System	Users with role	Employees in job code	Saturation Level
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Feed:Medewerker Crediteuren	NL_O_044	C:3BEXXX:FTM:AP_ACCOUNTANT	Accounts Payable Accountant - Agrifirm NWE-BE	AHPCLNT100	3	4	75%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Feed:Medewerker Crediteuren	NL_O_044	C:3BEXXX:FTM:GL_ACCOUNTANT	General Ledger Accountant - Agrifirm NWE-BE	AHPCLNT100	2	4	50%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Feed:Medewerker Crediteuren	NL_O_044	C:3NLXXX:FTM:AP_ACCOUNTANT	Accounts Payable Accountant - Agrifirm NWE-NL	AHPCLNT100	3	4	75%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Feed:Medewerker Crediteuren	NL_O_044	C:3NLXXX:FTM:GL_ACCOUNTANT	General Ledger Accountant - Agrifirm NWE-NL	AHPCLNT100	2	4	50%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Feed:Medewerker Crediteuren	NL_O_044	C:3NLXXX:MDM:MDG_BP_END_USER	MDG - Business Partner End User - Agrifirm NL	AHPCLNT100	3	4	75%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Feed:Medewerker Crediteuren	NL_O_044	C:3NLXXX:OTC:PRI_MD_ADMIN	Pricing Master Data Administrator - Agrifirm NL	AHPCLNT100	2	4	50%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Feed:Medewerker Crediteuren	NL_O_044	C:3NLXXX:OTC:PRI_MD_ADMIN	Pricing Master Data Administrator - Agrifirm NWE-NL	AWPCLNT100	2	4	50%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Feed:Medewerker Crediteuren	NL_O_044	C:3NLXXX:OTC:SAL_CON_ADM	Sales Contract Administrator - Agrifirm NWE-NL	AHPCLNT100	1	4	25%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Feed:Medewerker Crediteuren	NL_O_044	C:3XXXXX:OTC:PRI_MD_ADMIN	Pricing Master Data Administrator - Agrifirm NWE	AWPCLNT100	1	4	25%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Feed:Medewerker Crediteuren	NL_O_044	C:XXXXXX:GRC:US_REQUESTOR	User Access Requestor - Template	AGPCLNT100	3	4	75%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Feed:Medewerker Crediteuren	NL_O_044	F:XXXXXX:OTC:PRI_MD_ADMIN	AFO - Pricing Master Data Administrator - FOLDERS	AWPCLNT100	2	4	50%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Feed:Medewerker Crediteuren	NL_O_045	C:2XXXXX:FTM:AO_INV_APPROVAL	Addon Role for Invoice Approval - Agrifirm Group	AHPCLNT100	1	4	25%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Feed:Medewerker Crediteuren	NL_O_045	C:3BEXXX:FTM:AP_ACCOUNTANT	Accounts Payable Accountant - Agrifirm NWE-BE	AHPCLNT100	3	4	75%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Feed:Medewerker Crediteuren	NL_O_045	C:3NLXXX:FTM:AP_ACCOUNTANT	Accounts Payable Accountant - Agrifirm NWE-NL	AHPCLNT100	3	4	75%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Feed:Medewerker Crediteuren	NL_O_045	C:3NLXXX:MDM:MDG_BP_END_USER	MDG - Business Partner End User - Agrifirm NL	AHPCLNT100	3	4	75%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Feed:Medewerker Crediteuren	NL_O_045	C:XXXXXX:GRC:US_REQUESTOR	User Access Requestor - Template	AGPCLNT100	3	4	75%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Plant:Medewerker Crediteuren	NL_O_045	C:3BEXXX:FTM:AP_ACCOUNTANT	Accounts Payable Accountant - Agrifirm NWE-BE	AHPCLNT100	3	4	75%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Plant:Medewerker Crediteuren	NL_O_045	C:3BE				4	50%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Plant:Medewerker Crediteuren	NL_O_045	C:3NL				4	50%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Plant:Medewerker Crediteuren	NL_O_045	C:3NL				4	75%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Plant:Medewerker Crediteuren	NL_O_045	C:3NLXXX:DTS:LOG_PLANNER		AWPCLNT100	3	4	75%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Plant:Medewerker Crediteuren	NL_O_045	C:3NLXXX:DTS:MA				4	25%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Plant:Medewerker Crediteuren	NL_O_045	C:3NLXXX:FTM:AP_ACCOUNTANT	Accounts Payable Accountant - Agrifirm NWE-NL	AHPCLNT100	4	4	100%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Plant:Medewerker Crediteuren	NL_O_045	C:3NLXXX:FTM:FIN_MD_ADMIN	Finance Master Data Administrator - Agrifirm NWE-NL	AWPCLNT100	3	4	75%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Plant:Medewerker Crediteuren	NL_O_045	C:3				4	75%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Plant:Medewerker Crediteuren	NL_O_045	C:3				4	25%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Plant:Medewerker Crediteuren	NL_O_045	C:3				4	100%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Plant:Medewerker Crediteuren	NL_O_045	C:3				4	50%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Plant:Medewerker Crediteuren	NL_O_045	C:3				4	125%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Plant:Medewerker Crediteuren	NL_O_045	C:3				4	125%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Plant:Medewerker Crediteuren	NL_O_045	C:3				4	50%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Plant:Medewerker Crediteuren	NL_O_045	C:3				4	25%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Plant:Medewerker Crediteuren	NL_O_045	C:X				4	100%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Plant:Medewerker Crediteuren	NL_O_045	F:X				4	25%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Plant:Medewerker Crediteuren	NL_O_045	F:X				4	50%
NL10	Medewerker Crediteuren	Finance Regional Finance:Crediteuren Plant:Medewerker Crediteuren	NL_O_045	F:X				4	50%

BR:FI_FEED_MDW_CREDITEUREN
(Business Role Finance Feed Medewerker Crediteuren)



- HR (SFEC) gecombineerd met SAP GRC incl. target systemen
- Gezamenlijk unieke string bepaald en vertaald naar “Function”
  - Name department
  - Name department2
  - Position Title

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Best practices

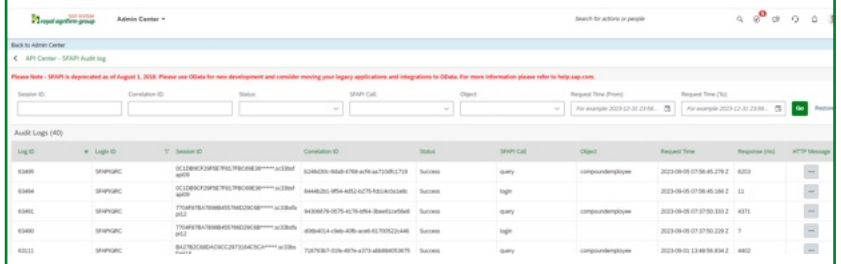
- Algemeen
  - Datakwaliteit SFEC is erg belangrijk
  - Opvoeren valide users in SFEC
  - Verwijderen van ghost users in SAP target systemen
  - Resources (cloud integration consultant, BRF+, SF consultant)
  - Geen big bang
- Joiner
  - Username veld wijziging leidt niet tot een trigger
- Mover
  - Oude rollen removen gaat nog niet
- Leaver
  - Vooruitkijk truc in BRF+ met valid to date

agrifirm

Monitoring (how to troubleshoot)

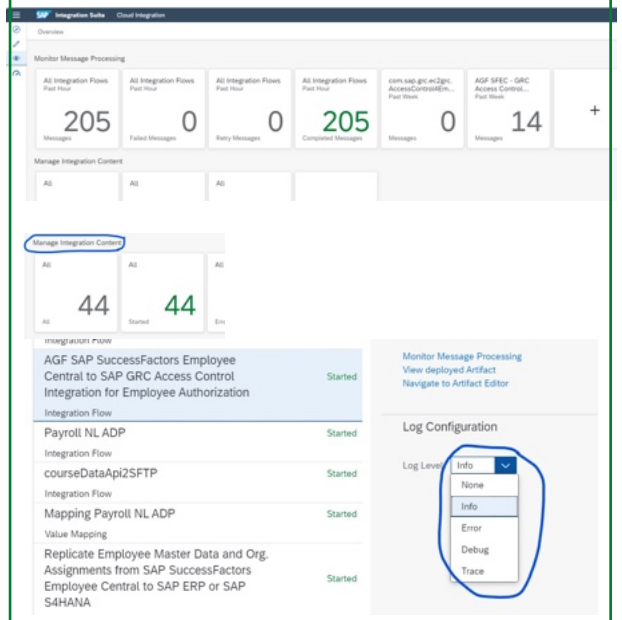
SFEC

- SFAPI audit log



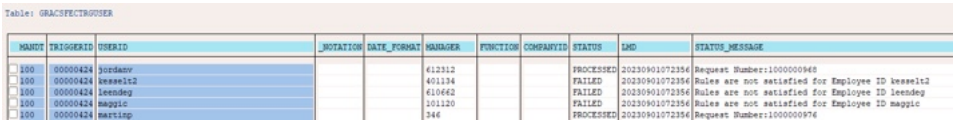
CI

- Monitor processing (eigen tegel maken)
- Configuration log instelbaar

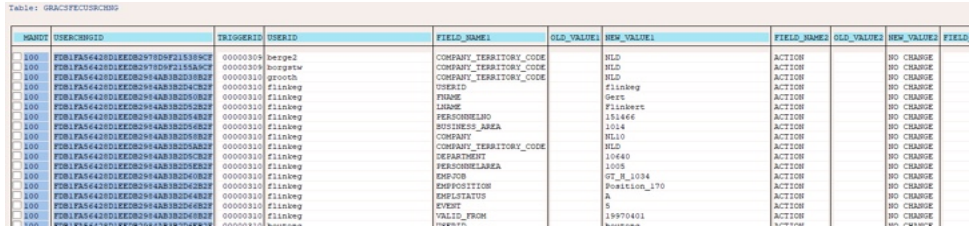


GRC

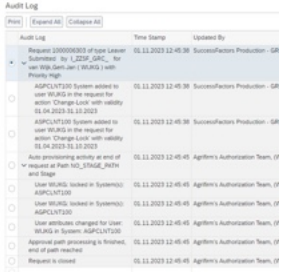
- Op DEV ➡ MSMP debug maximaal
- FDT_HELPERS – BRF+ utilities
- SLG1 bevat geen info
- In GRCSFECTRGUSER zie je ook het request nummer



- GRACSFECUSRCHNG is input voor eerste BRF+



- SRTUTIL voor monitoring soap messages
- Bekijken van audit log van request



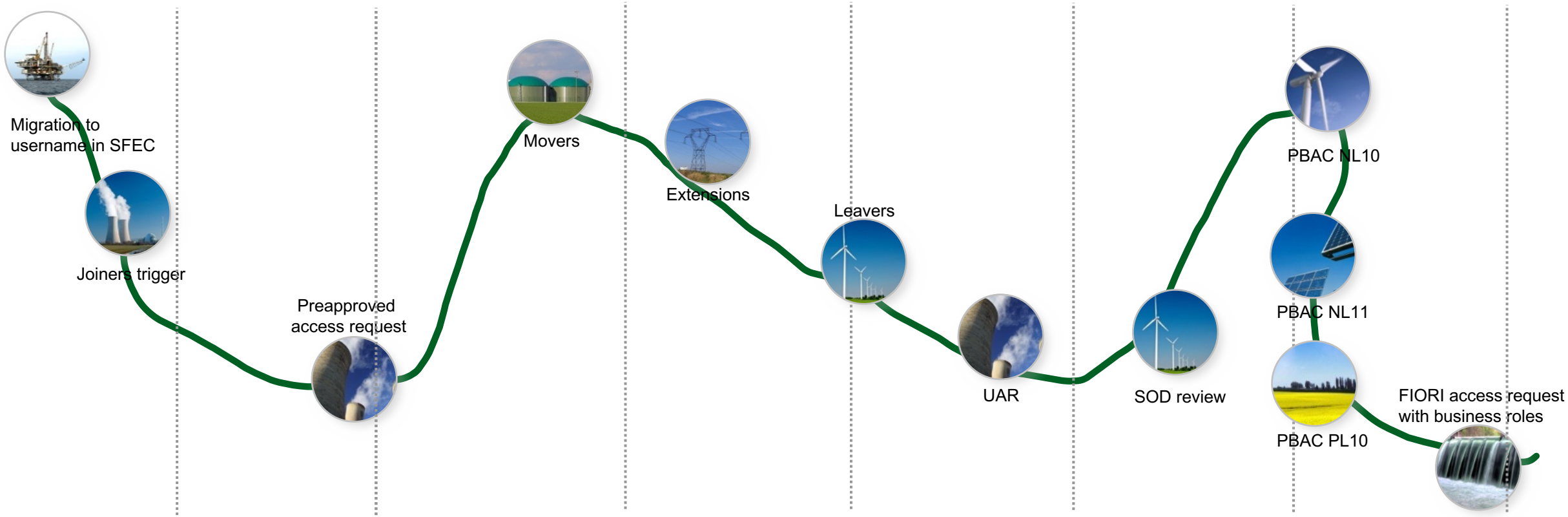
Agenda

- Introductie Agrifirm
- Raamwerk en architectuur
- Huidige setup
- Configuratie
- SuccesFactors Employee Central
- Cloud Integration
- GRC Access Control
- Losse toegangsaanvraag
- Rolemining
- Best practices
- **Roadmap**
- Vragen

Roadmap

GRC Optimalizations

2022 | 2022 | 2023-Q1 | 2023-Q2 | 2023-Q3 | 2023-Q4 | 2024-Q1



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