

SAP Learning Insights InternView



SAP Learning Insights InternView Podcast

Transcript Episode 058 – Navigating Early Careers at SAP - with Domenic Glass

In this episode of our InternView mini-series, host Eden met with Dominic Glass, HR Senior Recruitment Consultant at SAP, to explore the world of recruiting for early talents. Dominic shares his journey from sociology studies to becoming a recruitment expert, offering invaluable insights into what makes SAP unique for early-career professionals. He emphasizes SAP's collaborative ethos "We rise by lifting others" and provides actionable tips for students looking to move into the tech industry. Whether you're preparing for your first interview or exploring career opportunities, this episode offers insider perspectives on what recruiters really look for in early talent candidates. It's perfect for students, recent graduates, and anyone interested in understanding the modern recruitment landscape at one of the world's leading technology companies.

Learn more about the SAP Internship Experience Program (iXp): [Internships & Internship Experience Program \(iXp\) | SAP Careers](#)

Explore the various student opportunities at SAP: [Students Jobs & Internships | SAP Careers](#)

Learn how students can certify in SAP for free with [SAP Learning Hub, student edition](#).

(<https://community.sap.com/t5/beginner-corner-blog-posts/free-sap-certification-and-practice-systems-for-students-amp-lecturers/ba-p/14052493>)

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Transcript

Hi, guys.

Thank you for joining us today, and welcome to our next episode with Dominic Glass, hosted by me, Eden.

Our podcast, InternView, is a podcast by students for students to give you a glimpse into the SAP Experience Program and student life at SAP.

We are fortunate to have our guest with us today.

As I mentioned, Dominic Glass, who's an HR Senior Recruitment Consultant at SAP.

So, Dominic, thank you once again for taking the time to be here with us today.

Thanks, Eden. Yeah, thanks for having me.

Looking forward to it.

Now, let's set aside the recruitment consultant role for a moment.

Dominic, we are curious to know more about the Dominic outside of work.

Could you tell us a bit about yourself?

Oh, that's a good question right from the start.

So, who am I besides SAP?

I live in Karlsruhe, which is near Walldorf. It's just a 30-minute drive for me.

I've been around this area most of my life.

I studied in Heidelberg, for example, which is also a beautiful city, and ended up in Karlsruhe.

I'm actually engaged; this is new this year.

Well, congratulations!

Thank you so much. That's another story and probably an interesting part of my life.

Besides that, I love to do various sports like most people. I started to love hiking during the COVID pandemic since we couldn't go anywhere besides just outside.

So that stuck with me, and I recently got back into Japanese martial arts. I do kendo for sport.

Yeah, that's me outside of SAP, I would say.

So you're active outside of work as well as in your daily job, and we're interested to know more about how you got your first interest in HR, how it developed, and how you ended up at SAP today.

I joined SAP roughly three years ago.

Before that, I mostly worked in consulting, always with an HR focus and specifically recruiting.

Before joining SAP, I worked at a fairly large German company in consulting, but I was their recruiter.

As for how I ended up there, it's because I studied sociology in Heidelberg.

I have a master's degree in sociology, and I would say one of the natural routes is either going into the clinical sector or the more HR-focused people diagnostics sector, which was my path.

So I would say it's a natural progression to end up in a recruiting position.

And that's how I got to SAP, basically.

What inspires you the most in your role of recruiting early talent at SAP?

I've been in this special role for about half a year.

My part is not only recruiting early talent but also recruiting for our Academy programs.

These roles are different in some ways but similar in others.

I love the change between them—for half a year in one project, then moving to a different role.

Working with early talents is always fun because it's more focused on their cultural fit and personal attributes, not just their skills.

Obviously, they bring skills to the table, but it's different from working with professionals who have 20 years in the business.

I've worked in those roles, and the interactions, especially recruiting interactions, are different because people are at different stages in their careers.

For early talents, it's all about ending the university student lifestyle and beginning full-time work.

It's so much fun to work with them and be part of their journey, which is super motivating for me.

Well, that's great to hear. And I also think we need people like you who see the potential, especially when it comes to early talents.

Could you elaborate more on how recruiting students differs from recruiting experienced professionals for you as a recruiter?

Yeah.

The main difference is when you look at their resumes; there's much less work experience, obviously, because they're at the start of their careers.

So you focus more on other areas like cultural aspects and the personal fit to the company.

Professionals have held positions in other companies, which gives more to work with in terms of fitting in and past success.

But with early talents, it's always a bit of a leap of faith. You have a glimpse of the person and some educational background but not much else to judge from.

How have recruitment trends for early talent evolved at SAP recently, and how have you adapted your approach?

Being in my mid-30s, I experienced both pre-pandemic times and the necessity for change during COVID.

It was normal to have first-round interviews on-site, in person, with a recruiter and hiring managers.

But companies had to adapt, which is something this new generation faces since they're entering the recruiting cycle where virtual interviews are normal.

Some interviews may have two full rounds completely digitally, never seeing your future team leader in person.

That's one of the largest trends. Besides AI changes, people consider if motivational letters or resumes are still necessary.

Companies need more visibility and presence due to talent competition, and candidates now decide on criteria like never seeing their future leader in person.

Is this virtual format enough or not?

It introduces challenges.

Would you personally prefer visible in-person interviews?

As a psychologist, I'd say yes, a mix is ideal.

First rounds can be virtual to set the standard but seeing the person at least once physically to understand gestures and mimicry is crucial.

Humans naturally form impressions better in face-to-face settings than virtual ones.

Speaking of these changes, what unique opportunities or experiences does SAP offer early-career professionals compared to other companies?

Our biggest advantage is being a large international company, which offers challenges and advantages.

For most early talents, assessing career path fit is crucial, and SAP offers chances to explore from within via social media and inside content.

That helps in understanding if a position aligns with one's career hopes.

I highly advise applicants to seek information we post on social media and our homepage for insights into SAP life.

SAP has an advantage because of its large audience reach.

Yes, companies must offer that international perspective, and I'm personally drawn to those opportunities at SAP as an intern studying international management.

SAP offers big opportunities in various locations—access content from our global offices for broader perspectives.

Following SAP social media provides interesting views and insights—if you seek an international career, see content from offices worldwide.

On that note, what specific advice would you give recent graduates or students starting their first role at SAP as early talent?

Go network. It's a famous piece of advice.

Absolutely, networking. It's repeated a lot because it's true.

SAP thrives on networks. Networking prior to your job at SAP and continuing to build your network after joining is vital.

It helps consultants, developers, and salespeople identify the right people, grow, and advance.

Despite hearing it often, it's valid: go network, talk to people, engage with them.

I admire SAP's open mindset —people are accessible and open to connecting if you just ask.

That's true; it may feel awkward at first, but networking brings new opportunities you'll appreciate.

Based on your experience, is there something you wish early talents understood better about the hiring process at SAP before applying or interviewing?

It's really role-dependent, but being an international company with standards can involve a lot of people in different steps.

Candidates sometimes find it frustrating waiting for two or three weeks but must understand processes involve gears in motion taking time for approvals and fit assessments.

We move rapidly but also change, and that takes time. Understanding that is key.

Candidates must also recognize motivation is vital in applications. We lack extensive experience metrics, so motivation and desire to grow with SAP need to be evident.

Skipping motivational letters saves minutes but shows less commitment—show us motivation.

Understand the competition—it's tough to enter SAP but showing your motivation helps us decide.

If early talents understood SAP's hiring expectations better, how could this help overcome challenges in attracting top talent?

It's a balance; competitors seek top talent too, urging simplifying processes while ensuring a good fit.

Simplifying can lead to choosing wrong candidates, dissatisfying both teams and individuals.

Detailed processes ensure right fits for both sides.

What steps is SAP taking to address those challenges?

Though I can't share secrets, different countries address this via training and methods.

SAP trains hiring managers and recruiters to ask proper questions, ensuring candidate fit.

Challenges include early talent's evolving expectations post-pandemic, like the desire for office time despite remote work's popularity.

Early talents actively seek office experiences as first-timers, countering virtual-only interactions.

Individual office experiences are highly sought by early talents, unaffected by trends of reduced remote work.

The work-life balance focus from previous generations continues with Gen Z.

Gen Z isn't uninterested in work—it's about recognizing balance and motivation importance for success.

This mindset change benefits work quality and life itself, making it a positive trend.

Considering current early talent trends, what best practices do you recommend for managers seeking to attract and engage young professionals?

Show yourself—visibility enhances attraction by highlighting team fit, transparency, and goals.

SAP's social media focus aids this process, providing insights into teams rather than generic bullet points.

I advise managers to be more visible, letting potential hires meet the team and understand dynamics.

What skills or qualifications should students focus on to increase their employability at SAP?

Students need a growth mindset, meaning readiness to grow, evolve, expand skills, and embrace company changes.

Humans instinctively resist change, yet open-mindedness enhances adaptability.

SAP's free learning platform offers training across applications—it's beneficial both for motivation and aligning with job fit.

In doing so, candidates get job insights, helping define fit.

How can students showcase potential despite lacking extensive work experience?

Motivation matters, but personal fit and teamwork are equally important.

SAP's ethos—"We rise by lifting others"—is about collaboration and teamwork.

Interviews focus on skills, motivation, and team fit—a willingness to help others matters.

If you're a team player, let us know. Include teamwork evidence in resumes, like sports experience.

Before we wrap up, we have a fun AI-minded question: If you could recruit anyone for your dream team, who would you choose?

Oh, wow, I have an easy answer—I get along well with my brother, who's also my friend.

Despite differing career paths, we'd make a good team.

On a technical level, I'd choose Oliver Goodside, a vocal developer known for simplifying complex topics like AI for others.

I'd love to work with him.

It was absolutely awesome having you with us today.

We hope you'll join us for the next episode where we'll continue sharing insights and tips to help you kickstart your career and explore exciting opportunities.

Dominic, any final thoughts for the students?

You're on the right path—show yourself, show motivation, and embrace a growth mindset.

SAP is one of the greatest companies, and I'm speaking as a person, not just a recruiter.

Despite ups and downs, SAP offers exceptional opportunities.

Embrace your career path and move forward confidently.

Remember, with the SAP experience program, you're not just gaining experience; you're expanding your horizons.

Until next time, guys, bye.