

Project Spotlight: Migrating to Cloud HR on Existing MidPoint

Fortuna Entertainment Group transitioned from a proprietary on-premise HR system to a new cloud-based solution on SAP SuccessFactors, adding the feature of managing multiple contracts for a single identity, significantly affecting many of midPoint's business processes.

Updating the HR system within an existing IGA deployment is typically a complex process, and an implementation for Fortuna Entertainment Group by AMI Praha was no exception. Integrating an HR system into IdM goes beyond the mere technical step of defining the account data model and implementing CRUD operations. HR governs identity lifecycles, organizational structures, role automations, and other aspects at the borderline between IT and non-IT worlds. In their midPoint implementation, this necessitated the redesign of resource definitions, object templates, meta roles, policy rules, notifications, workflows, and authorizations. Virtually every higher-level process required refactoring.

One of the reasons for the extensive code refactoring was the new HR solution's support for multiple contracts per identity, with only one contract active at any given time and future contracts also managed. Fortunately, midPoint's Multiaccounts feature was a perfect match for this requirement. It allows a single identity to have multiple projections to the same resource and intent, with custom business logic in midPoint determining the primary data source among the HR accounts. For business roles automation, AMI Praha leveraged midPoint's native auto-assignment feature, which enables IGA superusers to define logical rules for assigning roles based on HR attributes.

As a future enhancement, AMI Praha plans to incorporate more SuccessFactors identity types into IGA, starting with contingent workers (contractors). During the adoption of IdM across all countries within the Fortuna group, they found themselves wishing that they already had a newer midPoint version featuring the Simulations capability.



AMI Praha is a system integrator operating in the ICT security segment that specializes in authentication/authorization processes and access control to information, regardless of the place of storage. AMI Praha has been integrating midPoint into their customers' IAM infrastructures since 2015.

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