Strategic Lead Talent Management (m/f/d) - REF100389P

Your tasks

This role contributes significantly to the development and execution of a global Talent Management strategy. It combines strategic project leadership with hands-on implementation in close collaboration with global HR stakeholders.

Key Responsibilities:

- Define, implement and adapt global Talent Management strategies and standards
- Supports Head of CoE with preparation and conducting Sector Talent Conference
- Lead strategic projects and ensure alignment across business areas and countries
- Select, implement and maintain central Talent Management tools; provide training and user support
- Provide expert advise HR and business managers, foster communities and track market trends
- Ensure compliance, define KPIs and monitor process effectiveness
- Manage external providers, contracts and service delivery

Your profile

- A bachelor's degree in Business Administration, Human Resources, Organizational Development, or a related field is required; a master's degree in Human Resources, Organizational or Leadership Development is preferred
- Several years of professional experience in Human Resources, gained through cross-functional projects or diverse assignments, with strong expertise in operational Talent Management
- Demonstrated success in leading international projects and facilitating Talent Conferences and Talent Review Meetings; experience in formal team leadership is considered an asset
- Fluent in English, both written and spoken
- Excellent communication and organizational skills

Applications from severely handicapped people are welcome.

Our offer

- **Attractive compensation:** We reward exceptional qualifications and experience with an above-tariff salary with the option of an variable compensation.
- **Flexibility that fits your life:** This position is generally intended to be filled on a full-time basis. At the same time, we are open to individual part-time arrangements, provided they are compatible with the requirements of the role. With flexible working hours, mobile working, and sabbaticals, we will find a working model that suits your

Job ID
REF100389P

Field of work
Human Resources

Location
Hanover

Leadership level
Leading People

Job flexibility
Hybrid Job

Working time
Full Time

Contact
Torben Schilke

Legal Entity
Continental Reifen Deutschland GmbH

individual needs.

- **Time off that truly matters:** Enjoy 30 days of paid vacation per year.
- **Secure your future:** With our company pension plan, we already invest today in your financial security of tomorrow.
- **Career with perspective:** We actively support you in shaping your career through individual trainings, access to learning platforms such as LinkedIn Learning, and a wide range of development opportunities.
- **Borderless opportunities:** As an EU citizen, you can work remote from other EU countries for up to 40 days per year – offering greater freedom and international flexibility.
- **Exclusive employee benefits:** Take advantage of attractive discounts and a wide range of employee benefits.
- **Stay fit – nationwide:** With our comprehensive range of health and wellness initiatives, you stay active – wherever you are in Germany.
- **Sustainable mobility:** Use our "JobRad" bike leasing program and secure your preferred bicycle at attractive conditions – for more fitness, climate protection, and enjoyment on your daily commute.
- **A family-friendly culture:** We support you with various offers that help balance work and family life, such as on-site childcare places and free emergency childcare services.
- **Support when it matters most:** The Fürstenberg Institute provides you with a confidential external point of contact for professional advice and support in both personal and professional matters.
- **A work environment that embraces diversity:** Look forward to working in a diverse and international environment through collaboration with our global locations.

For more information about the employee benefits you can expect at Continental, please visit our benefits page. If you would like to learn more about our location, feel free to visit our site page: Hannover Corporate Headquarters.

Diversity, Inclusion & Belonging are important to us and make our company strong and successful. We offer equal opportunities to everyone - regardless of age, gender, nationality, cultural background, disability, religion, ideology or sexual orientation.

If this sounds like a perfect match for you and if you want to become the next supporter of our core values**: Trust, for one another, passion to win and freedom to act** - we are looking forward to receiving your application.

Ready to drive with Continental? Take the first step and fill in the online application.

About us

Continental is a leading tire manufacturer and industry specialist. Founded in 1871, the company generated sales of €19.7 billion in 2025 and currently employs around 76,000 people in 54 countries and markets.

Tire solutions from the Tires group sector make mobility safer, smarter, and more sustainable. Its premium portfolio encompasses car, truck, bus, two-wheel, and specialty tires as well as smart solutions and

services for fleets and tire retailers. Continental has been delivering top performance for more than 150 years and is one of the world’s largest tire manufacturers. In fiscal 2025, the Tires group sector generated sales of 13.8 billion euros. Continental's tire division currently employs around 53,000 people worldwide and has 19 production and 16 development sites.