

HR Training Specialist - Manufacturing

Your tasks

The primary purpose of this position is to provide quality training and shopfloor programs to all employees in both the Plymouth and Lakeville facilities by collaborating across all levels of the organization. This role serves as the primary point of contact for all training & development related needs.

- Identifies specific training and development needs within organization for new hires & existing personnel through job analysis, appraisal schemes and regular consultation with business managers and HR departments. Will involve continuous review & analysis of strategy, training delivery methods, etc.
- Plans the implementation and facilitation of training & development activities and events, budget spending, material production and distribution, and other resources to ensure that operations are managed within authorized budgets.
- Evaluates effectiveness of training programs and other interventions utilizing best practice methods to identify and implement improvements.
- Analyzes strategic needs of the company's development & required skills and knowledge of its employees and teams using relevant KPI's (e.g. unforced fluctuation, Employee Dialogue completion rate) to develop suitable actions to be taken.
- Actively steers and manages Career / Succession Planning within select employee populations.
- Supports and helps drive organizational retention initiatives.
- Manages the coordination of all schedules, training requirements and trains specific topics to all personnel during the New Hire On-boarding orientation, to ensure a comprehensive & professional training.
- Attend community events such as career fairs, Hoosier sponsored events, etc..

Hoosier is a 24/7 manufacturing environment and this position will require occasional adjustments to working schedule including some early morning, evening, and weekend presence.

Your profile

Required Qualifications:

-Bachelor's Degree and 3+ years relevant experience in Human Resources or related degree OR 8+ years relevant experience in Human



Job ID
REF35506A

Field of work
Human Resources

Location
Plymouth

Leadership level
Leading People

Job flexibility
Onsite Job

Legal Entity
Hoosier Racing Tire Corp.

Resources or Learning & Development in lieu of degree

-Expert level with English language

Preferred Qualifications:

-Training & Development experience in a manufacturing environment

-Experience with leading the rollout of new Training/HR applications and processes

-Management or leadership experience for cross-functional projects

Our offer

All your information will be kept confidential according to EEO guidelines.

EEO-Statement:

EEO / AA / Disabled / Protected Veteran Employer. Continental offers equal employment opportunities to all qualified individuals, without regard to unlawful consideration to race, color, sex, sexual orientation, gender identity, age, religion, national origin, disability, veteran status, or any other status protected by applicable law. In addition, as a federal contractor, Continental complies with government regulations, including affirmative action responsibilities, where they apply. To be considered, you must apply for a specific position for which Continental has a current posted job opening. Qualifying applications will be considered only for the specific opening(s) to which you apply. If you would like to be considered for additional or future job openings, we encourage you to reapply for other opportunities as they become available. Further, Continental provides reasonable accommodations to qualified individuals with a disability. If you need assistance in the application process, please reply to Careers@conti-na.com or contact US Recruiting at 248.393.5566. This telephone line and email address are reserved solely for job seekers with disabilities requesting accessibility assistance or an accommodation in the job application process. Please do not call about the status of your job application, if you do not require accessibility assistance or an accommodation. Messages left for other purposes, such as following up on an application or non-disability related technical issues, will not receive a call back.

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

About us

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With its premium portfolio in the car, truck, bus, two-wheel and specialty tire segment, the Tires group sector stands for innovative solutions in tire technology. Intelligent products and services related to tires and the

promotion of sustainability complete the product portfolio. For specialist dealers and fleet management, Tires offers digital tire monitoring and tire management systems, in addition to other services, with the aim of keeping fleets mobile and increasing their efficiency. With its tires, Continental makes a significant contribution to safe, efficient and environmentally friendly mobility.