

Head of Plant Human Relations Timisoara

あなたの仕事内容

Steers and manages Strategic Workforce Planning, HR Planning & Controlling (KPI scorecard, HC structure) and derives appropriate measures (e.g. recruiting, retention, etc.);
Participates in HR Reviews & Audits and implements required actions;
Steers, consults and communicates organizational changes;
Drives the implementation of corporate HR Initiatives in the location (i.e. culture development, diversity);
Ensures alignment and consistent application of HR processes, policies and resources in area of responsibility;
Ensures compliance to local employment regulations;
Follows up with labor market trends and develops and implements appropriate HR related measures accordingly;
Enables human resources training and development and ensures a strong talent base for the organization;
Represents the organization in the local community (i.e. employee representatives, spokesmen committee, local union, HR related legal actions);
Leads own HR organization which includes setting vision, defining strategy, managing budget, allocating resources, creating global networks, etc.;
Advises and supports management in effective organizations to meet future challenges of the business;
Implements people-related measures to support roll out of change projects;
Defines and implements HR change projects;
Consults and guides the organization through times of significant changes (e.g. restructuring, fusion) and supports organizational development;

Responsible within the location using the corporate guidelines, the basic principles of personnel policy and tools and methods to ensure a uniform personnel policy in the location in line with the country & BA which is closely aligned with company HR principles, processes, guidelines & policies;

Manages collective relationship to union & employee representatives, labor relations & legal, employee relations according legal requirements;
Partner and counselor of local management, including all HR processes (hiring / recruiting, TMOD, consultation);

Focus:

Counselor to generate creative solutions for all HR related questions, enhance employees top-class performance and increase management capabilities
Coach to support high potentials in their development;

Triggers and supervises the annual salary review, respecting budget/legal requirements;

Ensures global consistency in job evaluations and market benchmarking for executives and senior executives in collaboration with Business



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法的事項
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SRL**

Area/segment HR, where applicable;

Active participation in corporate HR projects, country HR projects and implement outputs within location;

Ensures proper alignment with respective Country/Business Area Centers of Expertise to apply processes and provide solutions/programs in the different process function clusters (i.e.. Recruiting, Employer Branding, TMOD, Learning & Training, Leadership Architecture, Feedback Landscape, Compensation & Benefits) for a successful local implementation, (monitored with appropriate KPI's, in line with audit requirements);

Acts as an ambassador for at work health and well being initiatives;

Build, develop/ coach and retain a diverse team

Ensure a continuous knowledge and competency management as well as human resources development; teaches and coaches the team to further develop the organization

Develop successors and define development plans of the employees & steer the implementation

あなたのプロフィール

University degree, preferably in human resources, business administration or related discipline.

Professional experience (at least 5 years) in human relations.

Experience in automotive business (approx. 2 years) and understanding of automotive environment.

Cross functional experience, preferred.

Project leader experience in strategic HR projects. Has experience managing a budget and costs.

Has demonstrated tenacity / persistence (successfully managed a change process, turn around, start up, severe organizational conflict etc.).

Experience in HR processes (e.g. staffing, organizational development)

At least 3 years in a leadership position, preferably in HR with direct and indirect responsibility for other individuals

Experience in working with international teams

Understanding for different foreign cultures

Fluent proficiency in English

オファー

- What we offer:
- Integration Program in a professional, young & dynamic team
- Competitive Salaries (based on performance) & Benefits
- Health & Wellness (Private Health and Dental Insurance, Sport activities etc.)
- Professional Development Opportunities (in Technical and Managerial Area)
- Stability
- International Work Environment & Traveling Opportunities
- Relocation Package for non-Timisoara/ Iasi Residents

- Flexibility Program including flexible hours, mobile work and sabbatical.

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会社概要

Continental develops pioneering technologies and services for sustainable and connected mobility of people and their goods. Founded in 1871, the technology company offers safe, efficient, intelligent and affordable solutions for vehicles, machines, traffic and transportation. In 2021, Continental generated sales of €33.8 billion and currently employs more than 190,000 people in 58 countries and markets. On October 8, 2021, the company celebrated its 150th anniversary. The Automotive group sector comprises technologies for passive safety, brake, chassis, motion and motion control systems. Innovative solutions for assisted and automated driving, display and operating technologies, as well as audio and camera solutions for the vehicle interior, are also part of the portfolio, as is intelligent information and communication technology for the mobility services of fleet operators and commercial vehicle manufacturers. Comprehensive activities relating to connectivity technologies, vehicle electronics and high-performance computers round off the range of products and services.