

HR Business Partner - Tires

Descrição da função

- Enables both the short-term and long-term strategy of the local business clients in line with corporate policies related to human relations, organizational and employee development by defining and implementing the appropriate HR strategic initiatives required to meet the defined business strategy (e.g. Strategic Workforce Planning, HR Transformation);
- Guides employees and supervisors in HR related matters (supports in decision making and acts as consultant). Leads them to the right point of contact and promotes the full portfolio of HR related services (e.g. payroll, data administration, recruiting);
- Consults with Centers of Expertise (CoE) regarding the full portfolio of HR related processes (e.g. Compensation & Benefits) and address business needs in direction of CoE;
- Ensures consistent application and compliance of defined HR Policies, Programs and Procedures;
- Actively identifies gaps, proposes and implements changes necessary to cover risks;
- Maintains the collaboration with all the stakeholders in line with the Balance of Cooperation (e.g. BU HR);
- Accompanies and implements (business) change projects in his/her area of responsibility together with management of respective organizational units and internal/external experts (if applicable);
- Introduces/ implements new HR related services, systems & processes (from Shared Services and CoE's) into assigned organization;
- Leads and implements HR projects in the assigned area of responsibility;
- Participates in other business projects, representing with general HR knowledge to achieve the project deliverables;
- Consults and guides the organization through times of significant changes (e.g. digital transformation, VUCA world) and supports organizational development;
- Acts as a role models of our company values and culture;
- Implements and supports Employer Branding road map and act as an ambassador;
- Works closely with Recruiting department or SSC Recruiting or external services for sourcing and selecting the best fit candidates;
- Supports Impetrates (e.g. on performance management and local requirements) and Expatriates (e.g. on salary topics and repatriation) based on International Mobility Policies;
- Acts as a talent scout in the organization and provokes positive changes in the talent management;
- Drives readiness of talent through proper succession planning in line with the business needs;
- Supports and guides managers as well as individual employees in talent and performance management processes in accordance with country specific legal regulations, CoE guidance, and company



Identificação da vaga
REF53747U

Área funcional
Human Resources

Local
Timisoara

Nível de liderança
Leading Self

Modalidade de trabalho
Hybrid Job

Pessoa jurídica
**S.C. Continental Automotive
Products S.R.L.**

guideline;

- Ensures execution of talent management measures;
- Derives trends in development needs, alerts organization to critical areas for succession planning, etc;
- Supports local programs (e.g. Onboarding, talent development);
- Guides execution of TMOD Initiatives and measures (e.g. Project management) in area of responsibility;
- Drives nominations for Leadership & Talent Development Programs for target groups in the area of responsibility;
- Drives competency management by identifying gaps and proposing (training) measures;
- Takes over the Learning Business Partner role (depending on size of location)
- Steers and/or executes Vocational Training Management (depending on size of location);
- Executes Job Evaluation based on local, country or/and cooperation policies;
- Consults on Compensation Policies and Programs, Benefits & Pensions to assist business needs;
- Steers and facilitates annual Salary Review;
- Acts as a single point of the contact for all topics (which are not covered by Shared Services) for the employees and managers in area of responsibility;
- Maintains individual Union & Employee Representative Relationships depending on country approach;
- Ensures compliance to all relevant regulations;
- Guides employees and superiors in employee relations conflict management;
- Responds to employee relation issues such as employee concerns, harassment, and discrimination complaints. Conducts internal investigations as necessary;
- Acts as company representative towards external parties (courts, fairs, local networks, authorities..) if assigned;
- Ensures effective HR processes by collaborating with HR Operations regarding the full portfolio of HR related services (e.g. payroll, HR data..);
- Ensures employee data accuracy ;
- Ensures data availability and quality of the audit/compliance related records (i.e. record of compensation decisions, training certificates, exit interviews);
- Monitors time management, ensures legal compliance and trigger actions if needed due to labor requirements.

Requisitos

- Bachelor degree in business, psychology, social science or related area;
- At least minimum 3 years experience as HR Business Partner;
- Cross-functional Experience - Has gained insight into different departments / functions / BUs (through projects or assignments);
- Has led projects in HR related areas;
- Has successfully managed a project team;
- Has worked with various cultures e.g. in international projects;
- Advanced knowledge about Employer Branding, Recruiting & Staffing;

- Advanced knowledge about Talent & Performance Management;
- Advanced knowledge about Learning & Training;
- Advanced knowledge about Compensation & Benefits;
- Advanced knowledge about Labor Law & Employee Relations;
- Project Management knowledge;
- Feedback debriefing knowledge;
- Advanced English level.

O que oferecemos

What we offer:

- 13th salary;
- Performance bonus;
- Christmas & Easter bonus;
- Seniority bonus;
- Flexible working time;
- Home office;
- Competitive salaries & benefits;
- Health & wellness (Life Assurance, Private Health and Dental Insurance, Sport activities, Canteen, 24/7 Helpline with Psychologists etc.);
- Different discounts (tires, glasses, medical, shopping, etc.);
- Relocation bonus for non-Timisoara Residents;
- Professional development opportunities (in Technical and Leadership Areas);
- International Work Environment & Traveling Opportunities.

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

Quem somos

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 2022, Continental generated sales of €39.4 billion and currently employs around 200,000 people in 57 countries and markets.

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.