

Global IT Team Lead HR & Communications Applications - OESL (m/f/diverse)

Your tasks

Are you an ambitious IT professional looking for challenges, growth, and flexibility? You are structured and enjoy communicating and exchanging with stakeholders while driving things forward? Then you've come to the right place.

The OESL IT department is newly conceived and being built now! With this pioneering effort, OESL IT will be flexible, fast, and forward-thinking. Our IT team will become a strategic advisory partner, strengthening digital capabilities and driving business success.

In your role as **Global IT Team Lead HR & Communications Applications**, you will work in a dynamic environment and shape the HR IT and internal communication landscape with us. The role handles the relationship towards our business customers as well as to our internal and external suppliers for all HR IT and communications applications. You will be an integral part of the OESL IT's new Business Applications team, with responsibility for approximately 20+ FTEs.

Your Responsibilities:

- Define and manage the HR IT & Communications applications strategy, ensuring seamless integration with corporate objectives and alignment with HR and internal communication needs.
- Develop and maintain roadmaps for HR IT and communication platforms, prioritizing innovation, agility, and operational effectiveness
- Take full responsibility for the HR IT and communication applications lifecycle, including planning, demand management, delivery, and outcome reporting, while tracking performance metrics and resolving issues proactively
- Foster a product-oriented culture with a BizDevOps approach, managing both domestic and international teams for seamless collaboration across time zones and business units.
- Build and lead cross-functional product teams, promoting accountability, innovation, and high performance while empowering them to work independently using agile methods
- Ensure effective resource allocation across HR IT and communication projects, maintain alignment with business priorities, and provide mentorship to foster team development and career growth
- Act as the central liaison between HR, Internal Communications, and IT stakeholders, managing expectations and fostering collaboration to drive IT-driven business value.
- Maintain relationships with partners and suppliers in the field of HR IT and communication applications
- Drive HR IT and communication innovation by leveraging emerging technologies to modernize systems, integrating agile methods, and enhance employee experience and corporate messaging during the



Job ID
REF76046J

Location
Hannover

Leadership level
Leading People

Job flexibility
Hybrid Job

Legal Entity
ContiTech Vibration Control GmbH

carve-out phase

- Promote continuous improvement to keep HR IT solutions competitive, compliant, and future-ready, while optimizing processes and enhancing digital employee engagement

Your profile

- Degree in IT, business informatics / engineering / administration or equivalent
- Proven experience in managing a comprehensive portfolio of HR IT and communication applications, ensuring their seamless integration into a modern IT architecture
- Expertise in HR and internal communication technologies, including HCM platforms, payroll systems, talent management, employee engagement tools, and digital communication solution
- Experience driving digital transformation initiatives, with a focus on modernizing HR IT systems and enhancing employee experience and engagement
- Excellent communication and stakeholder management skills, with the ability to collaborate effectively between IT, HR, and corporate communication teams
- Strong knowledge of modern IT architectures, including cloud-based HR solutions, and their application in aligning IT solutions with business and HR needs
- Exceptional understanding of HR processes, employee lifecycle management, and internal communication best practices, with the ability to analyze and optimize processes for efficiency and compliance
- Business acumen and the capability to analyze complex HR and communication requirements, translating them into effective IT solutions
- Demonstrated experience in leading IT projects across multiple stakeholders and cross-functional teams, both locally and internationally
- Advanced skills in multi-project management, with the ability to manage priorities, align resources, and drive timely delivery of HR IT and communication initiatives.
- Strong leadership and coaching skills, with the ability to inspire, develop, and motivate high-performing, cross-functional teams
- Ability to articulate complex technical concepts and translate them into understandable language for executives and non-technical stakeholders

Applications from severely handicapped people are welcome.

Our offer

About OESL IT

OESL IT is at the forefront of our transformation, being built from the ground up to be agile, forward-thinking, and strategic. As we shape the future of OESL, our IT team will play a pivotal role as a **strategic advisory partner**, driving digital capabilities and enabling business success across the organization.

Why Join OESL IT?

- **Greater Impact:** Take part in shaping the future of a newly formed, dynamic IT organization, with the opportunity to bring ideas to life and reap significant professional rewards.
- **Growth and Innovation:** Work in a fast-moving, cloud-based infrastructure and application environment that encourages innovation and offers opportunities for continuous growth and expanding your skill set.
- **Creative Space:** Experience the entrepreneurial spirit of a **start-up culture** within a global organization, enjoying both the creative freedom and the responsibility needed to thrive in modern working environments.
- **Tight-Knit Team:** Join a highly collaborative team where individuals have the power to shape their work, make meaningful contributions, and drive collective success.

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

About us

Coming from Continental, **Original Equipment Solutions (OESL)** is emerging as a stand-alone global leader in the automotive sector, with over 17,000 employees and €2 billion in annual sales. Operating in 15 countries across 35 locations, including technology centers, OESL will build on Continental's rich legacy to deliver high-quality parts to major OEMs and commercial vehicle customers worldwide.