

Human Relations Manager

Descrição da função

Ensure the design, updates and execution of all processes related to Human Relation management in order to maintain the General Management objectives, generating and promoting an environment in which the values of the company are lived in adherence to the business model, culture and Continental policies.

Responsibilities:

- Steers and manages Strategic Workforce Planning, HR Planning & Controlling (KPI scorecard, HC structure) and derives appropriate measures (e.g. recruiting, retention, etc.).
- Direct responsibility for the HRBP's for the location and indirectly in charge of TMOD, Recruitment, Communication and Compensation & Benefits.
- 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).
- Manages collective relationship to Union & Employee Representatives, Labor Relations & Legal, Employee Relations according to Legal requirements.
- 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.
- Ensures compliance to all relevant regulations.
- Partner and counselor of local management, including all HR processes (Hiring / Recruiting, TMOD, Separation, Consultation).

Requisitos

- University degree, preferably in human resources, business administration or related discipline.
- Professional experience (at least 8 years) in Human Relations.
- 3 years in a leadership in HR with direct and indirect responsibility for other individuals
- 5 years of experience as HRBP
- Experience in automotive business (approx. 2 years) and understanding of automotive environment.
- 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/ Knowledge in HR processes (e.g. labor, relations, compensations, staffing, organizational development).



Identificação da vaga
REF78487Z

Área funcional
Human Resources

Local
Silao

Nível de liderança
Leading Leaders

Modalidade de trabalho
Onsite Job

Contato
Marcela Martin del Campo

Pessoa jurídica
**Continental Automotive
Mexicana, S. de R.L. de C.V.**

- Experience in working with international teams.
- Advanced English.

O que oferecemos

At Continental we are committed to building an inclusive and discrimination-free ecosystem in Mexico, these principles are rooted in our corporate philosophy and culture. Therefore, it is totally forbidden to request a pregnancy or HIV test as part of our selection processes.

#LI-MM1

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.