

HR Location Manager

Your tasks

Head of HR Location assists and advises senior management on HR issues and creates a trust based partnership with internal customers developing, planning and executing innovative people strategies. Contributes as a member of the management team, representing HR to business strategy and operational goal setting to reach location/business objectives and expectations. Ensures effective delivery of HR Operation and Solutions to line management and senior management by partnering with HR colleagues (Centers of Expertise, Service Centers). Localizes global perspectives and globalizes local perspectives in partnership with the others HR stakeholders (Country, BU, Divisions, Corporate).

How you will make an impact as a Strategic Partner for the business, the HR Location Manager:

- 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.
- Oversees 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, HR related legal actions)
- Leads own HR organization which includes setting vision, defining strategy, managing budget, allocating resources, creating global networks, etc.
- Appropriately balances responsibility as both a business and employee advocate
- Drives positive employee engagement and morale
- Ensures the Safety and Health of all employees at the location
- Ensures the successful Employer Branding / HR communications and Recruiting activities for the location in corporation with the CoE/Shared Services it applicable

Your profile

WHAT YOU BRING TO THE ROLE



Job ID
REF80275E

Field of work
Human Resources

Location
New Braunfels

Leadership level
Leading People

Job flexibility
Onsite Job

Legal Entity
**Continental Autonomous
Mobility US, LLC**

- Bachelor's degree in Human Resources, Business Administration, or a related field (Master's degree or MBA preferred)
- 5+ years of progressive HR experience
- 3+ years of HR leadership experience
- Project Management experience to include cross functional, change management, and project milestone tracking and delivery
- Strong communication skills, specifically within the areas of crafting and facilitating, negotiation and ability to influence, navigating difficult discussions, collaborating cross-functionally, and translating complex HR topics
- Ability to make decisions with a strong sense of urgency, while remaining calm and delivering clear and immediate communication to act decisively, efficiently, and strategically drive results

Legal authorization to work in the U.S. is required. We will not sponsor individuals for employment visas now or in the future for this job posting.

This position may offer relocation assistance.

ADDITIONAL WAYS TO STAND OUT

Qualified Candidates should demonstrate the following HR Competencies

- Strategic HR Leadership - Ability to align HR initiatives with business goals, through analysis of info gathering and analysis while weighing costs, benefits, risks.
- Talent Acquisition & Management - Experience in workforce planning, recruitment, and leadership development, preferred in a Greenfield or spin off environment.
- Employee Relations & Engagement - Strong understanding of labor laws, conflict resolution, and positive employee relation strategies.
- Compensation & Benefits - Knowledge of competitive compensation structures, benefits administration, and rewards programs.
- HR Compliance & Risk Management - Deep knowledge of employment laws (FMLA, ADA, FLSA, EEO, etc.).
- Executive Presence - Ability to engage in constructive discussions and provide feedback to influence and collaborate with senior leadership.
- Change Management - Experience driving organizational change and transformation.
- Data-Driven Decision Making - Experience gathering and interpreting data to provide key workforce insights and drive action as necessary.

Our offer

THE PERKS

- Immediate Benefits
- Robust Total Rewards Package
- Paid Time Off

- Volunteer Time Off
- Tuition Assistance
- Employee Discounts, including tire discounts
- Competitive Bonus Programs
- Employees 401k Match
- Diverse & Inclusive Work Environment with 20+ Employee Resource Groups.
- Hybrid Work
- Employee Assistance Program
- Future Growth Opportunities, including personal and professional development
- And many more benefits that come with working for a global industry leader!

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

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 2023, Continental generated sales of €41.4 billion and currently employs around 200,000 people in 56 countries and markets.

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.

Are you ready to shape the future with us?