

Human Relations Business Partner

Your tasks

- 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 segment 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).

Your profile

- Bachelor's degree: LRI, LA, LPO, or similar.
- **Advanced** English
- Experience:
 - **5 + years** of experience in similar role
 - Project leader in strategic HR projects
 - Managing a budget and costs
- Knowledge:
 - Labor Relations
 - Payroll process
 - KPI's Management
 - Data & Report Analysis
 - Advanced LFT (Internal Documents **RIT**)
 - SAP system (desirable)
- Skills:
 - Analytical and Problem Solving
 - Negotiation
 - Customer Service

Our offer

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



Job ID
REF81437W

Field of work
Human Resources

Location
Silao - Las Colinas

Leadership level
Leading Self

Job flexibility
Onsite Job

Contact
Luz Zúñiga

Legal Entity
**Continental Automotive
Mexicana, S. de R.L. de C.V.**

to request a pregnancy or HIV test as part of our selection processes.

#LI-LZ1

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