

HRBP

Descrição da função

The HR Business Partner is the central point of contact for all HR topics (which are not covered by Shared Services) within his/her area of responsibility for managers and employees. By providing expert HR advice, the HR Business Partner creates a trust building partnership with his/her internal customers, develops solutions, plans and executes the implementation in order to ensure high quality HR work. The HR Business Partner is a strategic partner with his/her business clients (business team) and balances the role of being both a business and employee advocate. He or she ensures best fit and enables transformation.

- Enables both the short-term and long-term strategy of the local business clients in line with corporate policies Full 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.
- 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 CoEs) 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 (volatility, uncertainty, complexity and ambiguity) world) and supports organizational development
- Acts as a role models of our company values and culture

Requisitos



Identificação da vaga
REF81448J

Área funcional
Human Resources

Local
San Luis Potosí - Automotive

Nível de liderança
Leading Self

Modalidade de trabalho
Onsite Job

Contato
Marcela Martin del Campo

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

- Bachelor's degree: Human Relations, Administration or similar
- 5 years of experience for BU HR BP (Plant/Location HR experience) - Recommended: Cross-functional Experience
- Has gained insight into different departments / functions / BUs (through projects or assignments).
- Has (ideally) 3 years experience in the relevant function.
- Recommended: Project management experience
- 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

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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.