

# HR Specialist

## Ihre Aufgaben

- The HR Specialist TMOD Training & Learning executes, implements and support HR policies, procedures, standards and initiatives in an efficient and standardized way for the employees' scope of Continental Silao locations. (e.g. Onboarding, talent development).
- Execute, organize and implement Corporate TMOD & local initiatives in order to facilitate employee's development. Identify and develop Strengthen development of Leadership and Performance Culture following the Continental Core Values.
- Supporting competency management by identifying gaps and proposing (training) measures
- Steering and/or executing Vocational Training Management, and university connections.
- Measuring and improving effectiveness of trainings and implementing corrective actions if necessary
- Ensuring training compliance for internal and external audit purposes , (Detection needs, and execution training annual plan).
- Supporting competency management by identifying gaps and proposing (training) measures, Driving readiness of talents through proper succession planning in line with the business needs.
- Support training strategy accordingly with the overall strategy and development plan of the locations, legal compliance (mobile equipment's) & Customers requirements. Ensures a concise practical documentation according to legal regulations, supports the implementation of improving the effectiveness of the organization in his/her area of responsibility.
- Support the activity of TMOD Training & Learning Team.

## Ihr Profil

- Bachelor's Degree in Industrial Engineering, Administration or related
- Intermediate English
- Experience:
  - Learning Management System
  - Learning programing
  - TMOD Tools (Talent Management tool, My Success, BASICS live, My Radar Live, etc.)
  - Supports HRBPs
  - Analyses for the TMOD, Training, Learning
  - Certification Process
  - Networking with Technical Schools
- Knowledge:
  - Electronic Process
  - Data Analytics
  - Problem Solving
  - Continuously evaluates performance according defined Key Performance Indicators (KPIs) and Operating Figures



Job ID  
**REF81450N**

Arbeitsbereich  
**Personalwesen**

Standort  
**Silao - Las Colinas**

Leadership Level  
**Leading Self**

Job Flexibilität  
**Onsite Job**

Ansprechpartner  
**Luz Zúñiga**

Rechtliche Einheit  
**Continental Automotive  
Mexicana, S. de R.L. de C.V.**

- Internal / External Audits
- Legal Requirements
  - IATF
  - ISO 14001 / 45001
  - CQIs

## **Unser Angebot**

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-LZ1

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

## **Über uns**

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.