

HR IT Senior Consultant - APAC Region

Ihre Aufgaben

Act as consultant, accountable for the rollout, implementation and support to Automotive Companies for HR IT applications. The position is to be based in Asia and the responsibility includes global HR-IT applications under the Automotive HR IT portfolio.

Utilizes expert knowledge and leadership in SAP Human Capital Management (HCM) applications to design, develop, and/or configure the SAP HCM module using a variety of ABAP tools, programming and configuration skills. Provides expert level business process consulting to customers. Creates innovative business solutions using ABAP and other technologies such as object oriented programming, reports, FI interfaces, Designs and develops reliable, sustainable, best practice HCM solutions aligned with customer requirements and expectations. Participates in HCM projects in accordance with Company project management methodology. Leads complex and diverse projects and may lead others technically. Performs and acts as a Technology Expert in HR end-to-end Business processes and configuration. Coordinate HR IT Vendor Management.

Member of HR IT team base in Shanghai

Global Scope: All Countries and all Business Areas on System onPrem, Employee Central and EC-Time and Accenture tools.

Geographical Scope: 9 Countries in APAC - China, Japan, Korea, India, Malaysia, Singapore, Philipines, Thailand, Indonesia

Main tasks:

- Lead HR IT system implementation project and global project rollout (Workpackages owner of global project)

- Execute full cycle project tasks e.g.: design phase (business blueprint, gap analysis), build phase (configuration, UAT, training) and final cutover. Update project documentation according to Continental PM standard

- Development of interfaces and customization of HR IT system where necessary.

- Lead SAP and SuccessFactors projects for East Asia

- Workpackages owner of global project

- Key contact partner for SuccessFactors related modules

- Analyze system issues and provide independent solution and seek assistance when required

- Monitor in- and outbound-interfaces

- Monitor and attend to service tickets available in Service desk tools

- Ensure collaboration with business on service improvement activities

- Conduct relevant HR IT systems training to users/key users based on the agreed user training plan

- Develop and maintain HR IT application training materials and business process documentations



Job ID

REF81793W

Arbeitsbereich

Informationstechnologie

Standort

Yang Pu Qu

Leadership Level

Leading Self

Job Flexibilität

Hybrid Job

Ansprechpartner

Cai Wenqing

Rechtliche Einheit

Continental Holding China Co., Ltd.

Act as a business partner for the internal HR-community and to the external providers in the area of responsibility.

- Liaison with HR Operations and IT community to understand needs, develop IT-concepts and blueprints, implement system solution and evaluate success.
- Work cooperatively with the Global HR IT team to maximize resource utilization and effectiveness of systems solutions

Ihr Profil

SAP HR system configuration including time management (Advanced)
SAP Technical programming (Expert)
SAP Success Factor Employee Central and Employee Central Time (Advanced)
Service desk incident management functions (Expert)
Analyzing of business requirements and development of IT-concepts (Advanced)
Project Management Methodology (Expert)
Language spoken- English & Mandarin (Advanced)

Education / Certification: Masters Degree, Bachelor or Diploma in Information & Communication Technology or related field

Professional Experience : 5-10 years of IT or Industry working experience.

Project and/or Process Experience: Minimum 5 years relevant SAP project experience.

Leadership Experience: Able to lead a small work group. Able to manage a small to medium regional project.

Intercultural / International Experience: Have work experience in international teams.

Unser Angebot

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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 2021, Continental generated sales of €33.8 billion and currently employs more than 190,000 people in 58 countries and markets. On October 8, 2021, the company celebrated its 150th anniversary.

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.