

HR IT Solution Manager EMEA

Your tasks

Continental's digital capabilities are growing every day. Our HR and Communications Information Technology Competence Center (CC) is the IT provider on global and regional level for our HR and Communications business functions – and we want you to join us!

In the HR IT area our solutions are built on cloud, SAP on premise and other platforms. With this portfolio the CC ensures operations of major business processes around compensation and benefits, organizational and talent development, mobility, health and safety supported by integrated master data management and analytics solutions. Our CC drives development of the landscape to have a modern, lean and user-friendly digital environment for all our stakeholders. Managing services and projects, our portfolio ranges from developing solutions, handling support and service requests to governing systems and standards – all in alignment with our internal customers.

If you are inspired by digital transformation, want to learn, grow and create business value together with our business stakeholders, Continental is the perfect match for you!

Job Summary:

The HR IT Solution Manager EMEA will oversee and manage the relationship between our HR department and our internal HR-IT team as well as stakeholders. Main focus will be the countries in the EMEA region leveraging the HR employee processes end to end in cooperation with external providers focusing on personnel administration, time management and payroll calculation. This role ensures that the HR-related IT services, are delivered efficiently and meet the needs of the organization with focus on the countries France, Romania, Hungary, UK and Slovenia.

Key Responsibilities:

- **Service Ownership and Management:** Manage as Service Owner and further develop the relationship towards our business and IT partners, ensuring running data flows between SAP Cloud, SAP on-prem and/or Third-Party products as well service and process quality. Foster cross-country exchange, to ensure collaboration and best-practice sharing;
- **Project Management:** Lead projects for the respective countries related to new requirements and business optimization implementations;
- **Service Delivery:** Create and execute the demand process for the services (business requirements, fit gap analysis). Consult related to the IT and HR processes in scope end-to-end (personnel administration, organizational management, payroll and time management) considering cloud and on premise platforms. Ensure country Service Level Agreements;
- **Process Optimization and Governance:** Alignment with Global HR IT



Job ID
REF81875P

Field of work
Information Technology

Location
Lousado

Leadership level
Leading Self

Job flexibility
Hybrid Job

Legal Entity
**Continental Solution Center
Portugal, Unipessoal, LDA.**

and/or Sector IT on standards and templates on the HR and IT processes in scope as well as Data Protection and Cybersecurity rules. Perform recurring audits on existing processes and used IT tools.

Your profile

- Academic degree in Information Technology, HR, Business Administration, or a related field;
- 3 years of experience in IT, HR systems, or a related field. HR Business Process experiences appreciated. Knowledge or experiences in IT Service Management and Project Management of advantage;
- Project management skills;
- Excellent communication and interpersonal skills;
- Technical understanding and basic configuration skills;
- Solid Knowledge of HR systems and software, particularly organizational and personnel administration management;
- Problem-solving and analytical skills;
- Proficient English language skills (French language is a plus);
- Open to travel up to 20% , incl. business trips abroad;
- Intercultural sensitivity.

Our offer

- Integration in a dynamic international work environment and team;
- Flexible working model (hybrid);
- Collaborative workstyle;
- Continuous opportunities for personal development and learning.

We are committed to fostering a workplace where everyone feels safe, respected, and valued. All kind of applications are welcome.

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 2024, Continental generated sales of €39.7 billion and currently employs around 190,000 people in 55 countries and markets.