

Global Process Owner – Workforce Data Management (m/f/d)

Jūsų užduotys

Process Ownership & Governance

Own and define the end-to-end Workforce Data Management process, covering employee master data creation, maintenance, integration, and deactivation.

Develop and maintain process documentation, including Process Design Documents (PDDs), SOPs, and data flow diagrams.

Set and enforce global data entry standards, validation rules, and quality control mechanisms.

Ensure alignment of data processes with HR systems architecture (e.g., SAP SuccessFactors, local HRIS, payroll solutions).

Object Naming Standardization

Define and enforce naming conventions and taxonomy standards for key HRIS objects such as:

1. Departments / Organizational Units
2. Job Titles / Positions
3. Locations, Cost Centers, Job Families, and Grades

Collaborate with global and local HR teams to standardize and maintain naming logic across all relevant systems.

Ensure consistency of naming for use in reporting, integrations, self-services, and user interfaces.

Manage change control processes related to object creation or renaming and document decisions in a central governance repository.

Data Quality & Control

Monitor data accuracy, completeness, and consistency across all systems and geographies.

Lead initiatives to reduce data errors, duplicates, and manual corrections through automation, training, and system enhancements.

Implement data governance practices, including roles, responsibilities, and escalation processes for data correction and exception handling.

Collaborate with internal controls and audit teams to ensure compliance with data privacy, legal, and regulatory requirements (e.g., GDPR).

Cross-Functional Collaboration

Act as the interface between HR, IT, Finance, and external service



Darbo ID
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Vieta
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providers to ensure smooth data flows and integration.

Support HR analytics, compensation, and reporting teams with high-quality, reliable workforce data.

Guide system configuration decisions and data field usage across platforms to preserve process and reporting integrity.

Performance Monitoring & Improvement

Define and track key performance indicators (KPIs) related to data quality, timeliness, and operational efficiency.

Analyze data issues and user behavior to identify process improvement opportunities.

Lead or support global projects focused on data migration, system upgrades, HR technology enablement, or service transitions.

Reikalavimai

Education & Experience - Bachelor's or Master's degree in HR, Information Systems, Business Administration, or related field. Five+ years of experience in HR master data management, HRIS process ownership, or HR operations in a global environment—preferably in the automotive or industrial sector.

Expertise with Workforce Data Management - Strong expertise in HR data governance, HRIS configuration, and data object structures (e.g., positions, departments, org units). Hands-on experience with global HR systems (e.g., SAP SuccessFactors, Oracle HCM, Workday). Demonstrated success in process standardization and naming convention implementation across complex organizations.

Mes siūlome

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Apie mus

OESL – Original Equipment Solutions, For Future Mobility.

Are you ready to move Forward Together with a global, dedicated, and experienced team? Join us and take the opportunity to contribute to our future in the fundamentally changing automotive industry with your new role as Global Process Owner – Workforce Data Management (m/f/d) in the stand-alone Business Area Original Equipment Solutions.

Original Equipment Solutions

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competence in rubber, plastic, and metal, serving all major OEM's and commercial vehicle customers' needs with millions of parts in high quality.

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