

Business System Owner - LMS & Talent Management (m/f/d)

Your tasks

System Ownership & Governance

Act as system/process owner for LMS and Talent Management modules (e.g., Learning, Performance, Career Development).

Configure and maintain system setup and business processes in platforms such as Workday or Oracle HCM Fusion, ensuring alignment with global and local requirements.

Establish and enforce system usage governance, compliance, and documentation standards.

Ensure accurate, secure, and legally compliant data handling and reporting.

Collaborate with IT and system vendors to manage integrations, upgrades, testing, and troubleshooting.

Project & Implementation Management

Lead and coordinate end-to-end system implementation projects for new functionalities or modules, from scoping to go-live.

Create project plans, manage timelines, dependencies, and resources.

Oversee user acceptance testing (UAT), training materials, and stakeholder communication during rollouts.

Process Optimization & Digital Innovation

Continuously review and enhance learning and talent processes through system improvements and automation.

Identify, assess, and implement new system functionalities and modules to meet evolving business needs.

Drive digital transformation initiatives by introducing innovative tools and practices within the LMS/Talent ecosystem.

Your profile

Education & Experience - Bachelor's or Master's degree in HR, Information Systems, Business Administration, or a related field. Three to five years of hands-on experience in system ownership or configuration of Workday, Oracle HCM Fusion, or a comparable HR platform.

Expertise with Learning / Talent Management Solutions - Deep knowledge of Learning & Talent Management processes (LMS,



Job ID
REF82067I

Location
Porto

Leadership level
Leading Self

Job flexibility
Hybrid Job

Legal Entity
ContiTech Fluid Serbia D.O.O.

Performance, Succession, Development). Proven experience managing HR system implementations or major upgrades. Strong skills in business process design, requirement gathering, and stakeholder engagement. Experience with system configuration tools, reporting, user role management, and UAT.

Our offer

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

About us

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 Business System Owner - LMS & Talent Management (m/f/d) in the stand-alone Business Area Original Equipment Solutions.

Original Equipment Solutions

With more than 17.000 employees and around 2 billion euros sales, present in 15 countries with 35 locations and tech centers - OESL is a global player in the automotive sector with extended material competence in rubber, plastic, and metal, serving all major OEM's and commercial vehicle customers' needs with millions of parts in high quality.

People Services with a Heart

People Services are more than just processes - they are opportunities to connect with and support our employees. We focus on delivering services with empathy, understanding, and a human touch. By providing personalized support and addressing individual needs, we ensure employees feel heard, valued, and cared for. Every interaction reflects our commitment to fostering trust and a positive employee experience.