

Senior HR Business Partner

工作职责

As a versatile and open-minded team member of the Human Relations Teams of ContiTech in one of our new Business Areas or in Group Sector Central Function, you are driving your key activities in your respective area of responsibility by being the first partner of contact in all personnel-related topics.

The scope, tasks and **responsibilities** are as follows:

Business Partner

- Consults managers and employees on all HR topics (outside shared service) within assigned area of responsibility, both strategically and operationally
- Ensures the flawless implementation of our internal HR processes considering quality focus as well as efficiency and effectivity
- Focuses on all non-plant related functions and implements sustainable solutions that ensure the highest quality of HR work
- Builds trustful partnerships with internal customers while balancing the role of being both a strategic business partner and an employee advocate
- Supports driving for a strong ONE ContiTech mind-set and ensures best fit staffing decisions together with the business in all business functions.
- Drives transformation and supports the local HR teams in all relevant activities derived from the HR Group Sector strategy

Compensation & Benefits

- Executes all Comp&Ben measures within the respective area of responsibility related to the Group Sector guidelines (STI, LTI and merit rounds)

Talent Management (TM)

- Main sparring partner to TM on Group Sector level
- Fosters people development to contribute to the ONE CT talent pool by steering the global Talent Management process effectively and sustainably

Organizational Development (OD)

- Main sparring partner to OD on Group Sector level
- Derives actions from the Group Sector strategy to ensure the organizational development of the BA (increase future competencies, foster performance management, increase knowledge & competency management)

Learning & Development

- Ensures the roll-out and utilization of learnings to contribute to a CT



职位号码
REF82071C

工作职能
人力资源

所在地
Szeged

领导力级别
个人贡献者

工作场所灵活度
混合式办公

法律实体名称
ContiTech Rubber Industrial Kft.

learning organization

职位要求

- Degree in economics, law, HR, or a comparable qualification
- Several years of professional experience in a generalist global HR role
- International project management experience
- Good knowledge of German labor law, preferably also European labor law
- Fluent English language skills
- Flexible mindset while also considering the legal aspects
- Strong intercultural competence
- Problem-solving ability and customer orientation
- Advanced knowledge of O365
- Knowledge of SAP R/3 desired

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关于我们

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.

The ContiTech group sector develops and manufactures, for example, cross-material, environmentally friendly and intelligent products and systems for the automotive industry, railway engineering, mining, agriculture and other key industries. Guided by the vision of “smart and sustainable solutions beyond rubber,” the group sector draws on its long-standing knowledge of the industry and materials to open up new business opportunities by combining various materials with electronic components and individual services.