HRBP - Human Relations (HR) TMOD

Vos activités

ROLE OBJECTIVE:

Management of activities related to the world of HR (SOFT and HARD aspects), supporting the Company to align the "people strategy" with the company strategy, imagining, developing and implementing HR management, promoting growth, performance and alignment with shared future objectives.

Votre profil

KEY RESPONSIBILITIES OF THE ROLE:

1. Ensure HR coordination between HQ functions and business areas by ensuring the application of company policies and procedures, providing information on labor regulations and ensuring compliance with procedures and all HR processes.
2. Maintain direct and constant contact with line managers and workers (over 500 people - blue and white collar), constantly collaborating/supporting the Production Management.
3. Employer branding, recruitment and selection activities (contacts with APL – HH Company -Career Day), creating and managing of adverts on the Company Portal, CV screening and organisation/management of job advertisements with the various Function Managers.
4. Management of new hires, with preparation of a welcome path and on boarding plan.
5. Organisation and management of training activities for blue and white collar (using Category Funds: Fondimpresa, Fondirigenti with preparation of related preventive and final documentation).
6. Management of the Talent Management Cycle in agreement with HQ (succession plan, performance evaluation...).
7. Updating Job Description in agreement with HQ.
8. Preparation of various reports (Excel): absenteeism, headcounts, data for PDR, incentive systems, various statistics.
9. Updating and drafting organizational charts/policies in compliance with HQ.
10. Collaboration with ESH Manager and Competent Doctor on Health Surveillance issues.
11. Support to the HR Manager in GDPR-related activities and related obligations.
12. Support to the HR Manager in Industrial Relations and in disciplinary/litigation.
13. Participation in HR Auditing activities.
14. Support to the General Service Department for various activities.

SPECIFIC TECHNICAL KNOWLEDGE:

Référence
REF82743D

Domaine fonctionnel
Human Resources

Site
Cairo Montenotte

Niveau de leadership
Leading Self

Flexibilité du poste
Onsite Job

Nom du contact
Gloriana Baccino

Unité légale
Continental Brakes Italy S.p.A.

1. In-depth knowledge of Zucchetti Suite and its various modules (Presenze Project, Z Scheduling, Paghe Infinity, Dossier Dipendente, In Recruiting); experience in managing migration projects to Zucchetti is appreciated.
2. Knowledge of English (at least B2 level).
3. Knowledge of main Search Sites (Linkedin, Indeed,...).
4. Excellent use of the Office package (Excel, Word, Power Point).
5. Knowledge of the Metalworking Industry Agreement and Industry Dirigenti as well as the main Guidelines related to the application of the GDPR.
6. Skills assessment and mapping processes.
7. Knowledge of innovative training methodologies, including digital solutions, e-learning, blended learning and gamification.
8. Knowledge of pay slip structure and Payroll dynamics is appreciated.

Notre offre

Ready to take your career to the next level and join us at the start of something extraordinary? Apply now to become a part of AUMOVIO and drive the future mobility together with us!

A propos de nous

Continental's Automotive group sector is expected to be listed as independent company "AUMOVIO" in September 2025. With ~93,000 employees worldwide and annual sales of ~€20 billion, we are entering an exciting new era.

AUMOVIO stands for highly developed electronic products and modern mobility solutions. In addition to its strong market position with innovative sensor solutions, displays, and technologically leading braking and comfort systems, AUMOVIO has significant expertise in software, architecture platforms and assistance systems for the rapidly growing future market of software-defined and autonomous vehicles. Our purpose is clear: to make future mobility safe, exciting, connected, and autonomous.