

# HR Trainee – Functional Development Program (TMOD Focus)

## Ihre Aufgaben

As a HR Trainee – Functional Development Program (TMOD Focus), you will play a key role in shaping our talent strategy by supporting various HR initiatives. This position offers hands-on experience in **talent development, organizational development, career pathing etc** , preparing you for a long-term career in HR.

## Key Responsibilities:

- **Drive trainee programs** across the company, ensuring effective development and engagement.
- **Support TMOD strategic initiatives** to meet China's business objectives and workforce development goals.
- **Support the Technical Career Development Ladder**, helping employees grow within their career paths.
- **Coach HR and business managers** on talent development strategies and career progression frameworks.
- **Assist in competency and other critical projects**, ensuring continuous improvement and alignment with business needs.
- **Monitor and advise on Talent Management processes**, ensuring best practices are followed.

## Ihr Profil

### Ideal Candidate:

- Passionate about **HR, talent development, and organizational growth**.
- Strong **analytical, communication, and coaching skills**.
- Eager to learn and contribute to **strategic HR projects**.
- Collaborative mindset with the ability to work across teams.

### Education:

- Full-time bachelor and above degree
- Major is not limited

### Experience:

- **3-5 years of professional experience**, preferably in HR, talent development, or related fields.
- **Project management experience**, with the ability to lead or support HR initiatives.



Job ID  
**REF82793U**

Standort  
**Yang Pu Qu**

Leadership Level  
**Leading Self**

Job Flexibilität  
**Onsite Job**

Ansprechpartner  
**CAI WENQING**

Rechtliche Einheit  
**Continental Holding China Co., Ltd.**

- **Intercultural competence**, with experience working in diverse or global environments.

#### Key Competencies:

- **Passion for HR** – Strong interest in **talent development, career planning, and organizational growth**.
- **Analytical & Strategic Thinking** – Ability to assess talent needs and contribute to HR strategies.
- **Communication with Impact** – Skilled in guiding employees and managers on development topics.
- **Collaboration & Adaptability** – Team-oriented mindset with the ability to work across functions.
- **Learning Agility** – Eager to grow through hands-on projects and mentorship.

#### Unser Angebot

##### Ideal Candidate Profile:

- A **high-potential HR professional** looking to HR career starting from **Talent Management & OD**.
- Proactive, curious, and committed to **long-term career growth in HR**.
- Able to balance **strategic thinking** with **practical execution**.

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