

HR Trainee – Functional Development Program (TMOD Focus)

Your tasks

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.

Your profile

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

Location
Yang Pu Qu

Leadership level
Leading Self

Job flexibility
Onsite Job

Contact
CAI WENQING

Legal Entity
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.

Our offer

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.