

# Consultant HR IT Master Data & Integration (m/f/d) - REF83799D

## Your tasks

The Consultant HR IT Master Data & Integration (m/f/diverse) is responsible for the strategic development and optimization of the global HR data infrastructure. It ensures the integrity, security, and consistency of HR data across all connected systems. As a consultant expert for global HR processes, he/she plays a central role in the implementation of integration and divestiture projects. In addition, he/she advises within our lifecycle processes for the master data of the employees, from hiring to leaving.

## Key Responsibilities:

- Responsible for the operation of the global master data system SAP P MD, as well as the technical implementation and integration of other HR systems to ensure seamless data processing and transmission
- Cooperation with global and regional IT departments for the implementation of integration, re-organization and carve-out projects
- Advice and support of internal stakeholders, esp. HR departments in the strategic alignment and optimization of global HR processes, particularly in the area of employee master data management
- Leading and coordinating project teams in the implementation of HR integration and divestiture projects, including organizational changes such as reorganizations
- Conception and design of technical solutions for employee master data management procedures to ensure compliance with company policies and regulatory requirements
- Regular performance of service reviews with providers and service teams in order to agree on efficient measures for service improvement and to implement them sustainably
- Ensuring effective communication and collaboration with all relevant IT and Business stakeholder
- Ensure compliance with internal processes and procedures, e.g. security policies
- Identify and evaluate risks (security, stability, performance) for all services in scope and develop effective risk mitigation measures (rules, regulations, processes etc.)

## Your profile

- Academic degree in computer science, another technical field or an equivalent qualification
- Multiple years of work experience
- Thorough knowledge of SAP HCM (PA / OM), SuccessFactors and the relevant SAP cloud and on-premise solutions
- Knowledge of the Employee Identity Lifecycle with integration with IA



Job ID

**REF83799D**

Field of work

**Information Technology**

Location

**Hannover**

Leadership level

**Leading Self**

Job flexibility

**Hybrid Job**

Contact

**Laura Schmidt**

Legal Entity

**Continental Reifen Deutschland GmbH**

M and Active Directory

- Thorough IT knowledge in terms of process flows, database architecture, etc.
- Experience in managing test approaches in integrations and reorganizations
- HR process knowledge: master data processes, payroll processes, time management
- ITIL knowledge, KPI measurement methods and implementation of quality standard
- Fluent English language skills, both written and spoken
- Experience in project management and employee leadership as well as strong communication skills and conflict management skills

Applications from severely disabled people are welcome.

## Our offer

The well-being of our employees is important to us. That's why we offer exciting career prospects and support you in achieving a good work-life balance with additional benefits such as:

- Training opportunities
- Mobile and flexible working models
- Sabbaticals
- and much more...

Sounds interesting for you? [Click here to find out more.](#)

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## About us

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 2023, Continental generated sales of €41.4 billion and currently employs around 200,000 people in 56 countries and markets.

Continental's digital capabilities are growing every day. Our HR and Communications Information Technology Competence Center (CC) is the IT provider on global and regional level for our HR and Communications business functions – and we want you to join us!

In the HR IT area, our solutions are built on cloud and on premise SAP and other platforms. With this portfolio the CC ensures operations of major business processes around compensation and benefits, organizational and talent development, mobility, health and safety supported by integrated master data management and analytics solutions. Our CC drives development of the landscape to have a modern, lean and user-friendly digital environment for all our stakeholders. Managing services and projects, our portfolio ranges from developing solutions, handling support and service requests to governing systems and standards – all in alignment with our internal customers.

If you are inspired by digital transformation, want to learn, grow and create business value together with our business stakeholders, Continental is the perfect match for you!