

# HR Business Partner - Thailand Market

## Vaše náplň práce

### Strategic Partner

- Ensures quality execution of local operational personnel work (i.e. personnel selection and placement, transfer and separation, succession planning at operational levels, compensation decisions, local organizational design, employee relations coaching for management, discipline and performance management, local benefit and pension administration and troubleshooting)
- Guides employees and superiors in HR related matters (conflict management, absenteeism, working schedules, employee assistance programs)
- Coordinates the interface to service centers (SC) regarding the full portfolio of HR related services (e.g. payroll)
- Coordinates the interface to centers of expertise (CoE) regarding the full portfolio of HR related processes (e.g. Human Resource Development (HRD))

### Change Agent

- Introduces/ implements new HR related services & processes (from SC's and CoE's) into assigned organization
- Accompanies and implements change projects in his/her area of responsibility together with management of respective organizational units and internal/external experts (if applicable)
- Leads and implements HR projects in the assigned area of responsibility
- Participates in other business projects, representing HR

### Administrative Expert

- Ensures records compliance for area of responsibility (i.e. record retention of compensation decisions, performance management, etc.)
- Is responsible for all administrative activities related to the generalist task in the area of responsibility
- Ensures legal compliance with HR activities within scope of responsibility
- Acts as company representative to outside organizations as assigned (courts, recruiting, fairs, local networks)
- Consults employees and line managers in all areas of operational HR work
- Continuously monitors quality of performed tasks and ensures high quality of performance

### Performance Coach

- Supports and guides managers as well as individual employees in



ID pracovní pozice  
**REF84143L**

Obor  
**Personalistika**

Lokalita  
**Bangkok**

Úroveň vedení lidí  
**Vedení týmu**

Flexibilita práce  
**Práce v kanceláři**

Právnícká osoba  
**Continental Tyres Co., Ltd.**

HRD and performance management processes in accordance with country specific legal regulations, CoE guidance, and company guidelines and ensures execution of measures

- Derives trends in development needs, alerts organization to critical areas for succession planning, etc.

## **Váš profil**

- Academic degree (bachelor's or higher) in Business Administration, Economics, Psychology, Social Science or similar
- Minimum 5 years of practical experience
- Equipped with International Experience
- Fluent in English

## **Co nabízíme**

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## **O nás**

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 2024, Continental generated sales of €39.7 billion and currently employs around 190,000 people in 55 countries and markets.

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