

# HR Business Partner - Thailand Market

## Your tasks

### 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



Job ID

**REF84143L**

Field of work

**Human Resources**

Location

**Bangkok**

Leadership level

**Leading People**

Job flexibility

**Onsite Job**

Legal Entity

**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.

## **Your profile**

- 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

## **Our offer**

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

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

With its premium portfolio in the car, truck, bus, two-wheel and specialty tire segment, the Tires group sector stands for innovative solutions in tire technology. Intelligent products and services related to tires and the promotion of sustainability complete the product portfolio. For specialist dealers and fleet management, Tires offers digital tire monitoring and tire management systems, in addition to other services, with the aim of keeping fleets mobile and increasing their efficiency. With its tires, Continental makes a significant contribution to safe, efficient and environmentally friendly mobility.