

Human Resources Manager - BestDrive

Your tasks

HOW YOU WILL MAKE AN IMPACT

The Human Resources Manager will lead the HR function for the BestDrive retail/service organization, supporting the business in a fast-paced environment across numerous settings. This role is critical in developing, implementing, and maintaining standard practices, policies, and initiatives aligned with the overall business strategy.

The HR Manager is responsible for leading the team in employee relations, recruiting, organizational development, and other functional HR responsibilities. Additionally, this role drives strategy and projects that support the needs of the growing business.

A critical part of the leadership team, this position acts as a member of the operations team, interfacing frequently with various members of the business, including sales and service, operations, corporate functions, and manufacturing. Reports to the Continental Head of Retail.

- Strategic planning for staffing; plan for hiring as company opens new locations
- Manage Applicant Tracking System entries/requisition approval
- Conducting interviews and onboarding process for new employees
- Defining workplace policies
- Bridging management and employee relations by addressing issues; conduct investigations for resolution
- Coaches and advises managers throughout the organization on legal compliance relating to HR
- Manage employee database and submit changes
- Performance management and succession planning
- Implement annual merit increase process
- Tracking employees' leave of absence & FMLA/ADAA cases
- Manage Workers Compensation cases in conjunction with Third Party Adjuster
- Interface with Safety Manager to resolve occurrences
- Training and development; assess training needs to apply and monitor training programs
- Directly manages up to two HR Generalists



Job ID
REF85030D

Field of work
Human Resources

Location
Charlotte

Leadership level
Leading People

Job flexibility
Hybrid Job

Legal Entity
Continental Tire the Americas, LLC

Your profile

WHAT YOU BRING TO THE ROLE

- Bachelor's degree in business, psychology, social science or related area
- 7+ years of experience as a HR Manager/Business Partner
- Prior experience in employee relations, recruiting, organizational development, and other functional HR responsibilities.
- Good functional knowledge in federal, state and employee laws
- Strong analysis skills
- Strong Microsoft Office Program experience
- Excellent written and verbal communication skills
- Ability to think critically and solve problems and work cross-functionally across the organization
- Strong conflict resolution skills
- Legal Authorization to work in the US is required. We will not sponsor individuals for employment visas now or in the future for this job opening
- Can pay a relocation package if needed

ADDITIONAL WAYS TO STAND OUT

- Master's degree in business, psychology, social science or related area
- 10+ years of HR Manager experience
- HR Certifications
- Previous retail or industrial industry HR experience

Our offer

Work Environment & Physical Requirements

- Work hours are generally 8-5 Monday – Friday.
- General office environment; prolonged periods sitting at a desk and working on a computer
- Up to 10% travel required annually

THE PERKS

- Immediate Benefits
- Paid Time Off
- Employee Discounts, including tire discounts
- Employer 401(k) Match
- Diverse & Inclusive Work Environment
- Employee Assistance Program
- Future Growth Opportunities
- And more benefits that come with working for a global industry leader!

EEO-Statement:

EEO / Disabled / Protected Veteran Employer. Continental offers equal employment opportunities to all qualified individuals, without regard to unlawful consideration to race, color, sex, sexual orientation, gender identity, age, religion, national origin, disability, veteran status, or any other status protected by applicable law. In addition, as a federal contractor, Continental complies with government regulations, including affirmative action responsibilities for qualified individuals with a disability and protected veterans, where they apply. To be considered, you must apply for a specific position for which Continental has a current posted job opening. Qualifying applications will be considered only for the specific opening(s) to which you apply. If you would like to be considered for additional or future job openings, we encourage you to reapply for other opportunities as they become available. Further, Continental provides reasonable accommodations to qualified individuals with a disability. If you need assistance in the application process, please reply to Careers@conti-na.com or contact US Recruiting at 248.393.5566. This telephone line and email address are reserved solely for job seekers with disabilities requesting accessibility assistance or an accommodation in the job application process. Please do not call about the status of your job application, if you do not require accessibility assistance or an accommodation. Messages left for other purposes, such as following up on an application or non-disability related technical issues, will not receive a call back.

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

About us

BestDrive, a wholly owned subsidiary of Continental, is quickly becoming the top choice among commercial trucking fleets for our high-quality products and exceptional service. BestDrive Commercial Tire Centers specializes in providing fleet customers with innovative tire solutions including award-winning Continental and General Tire brand products, innovative commercial solution products such as ContiPressureCheck, and a wide array of multi-brand truck tires to address all market segments. Since our founding in 2012, we presently have 25 locations throughout the United States and continue to rapidly expand our footprint throughout the country.