

HR Manager

Vos activités

We are seeking a strategic and collaborative location HR manager who can take care of below responsibilities:

General Management and Strategy

- manage and coordinate all HR activities for the plant

- drive the implementation of the Corporate HR Initiatives in the Location (e.g. culture development, diversity)

- ensure the achievement of HR targets according to internal and external customer expectations (e.g. high quality of processes, data management and tools)

- participate in HR reviews and audits and implement required actions

- interface to sector or BA functions in order to gather local HR requirements and demands and other feedback

- prepare, review and manage the budget and forecast of HR cost centers

HR Administration and Services and Labor and Employee Relations

- administrate payroll and benefits as well as personnel file, training and expat administration, exit management and timekeeping according to standards respecting budget and legal requirements

- steer and manage job evaluation, plant compensation policies and programs or compensation market benchmarking

- steer and facilitate annual salary review

- responsible regarding collective bargaining together with plant and/or legal entity management

- plan and implement local employee relations measures (e.g. motivation, conflict resolution, events, communication, etc.) to ensure positive work culture

- responsible local labor law adherence (e.g. minimum wage, working hours, labor agreement, etc.) according to standards

- represent the organization to the local community (i.e. employee representatives, spokesmen committee, local union)



Référence
REF85198K

Site
Seremban

Niveau de leadership
Leading Self

Flexibilité du poste
Onsite Job

Unité légale
Vulcanite Malaysia Sdn. Bhd.

Talent and Performance Management

implement plant talent and competency management as well as planning, implementation and supervision of employee training (e.g. further education, leadership training, etc.) according to standards

ensure the talent and competency management programs are made available for target groups at the plant

Monitoring and Reporting

ensure HR (KPI) monitoring and reporting (e.g. headcount reporting, labor availability, recruiting success, etc.) in cooperation with plant management and controlling

initiate and control measures to improve CBS performance

Continuous Improvement of HR Processes / Standardization

ensure local implementation and application of central HR standards

provide feedback and input for further development of standards regarding HR processes and IT (e.g. recruiting process, personnel file management, etc.) to sector or BA functions

Votre profil

- Degree in economics, law, HR, or a comparable qualification
- Several years of professional experience in a generalist HR role
- Fluent English language skills
- Flexible mindset while also considering the legal aspects
- Problem-solving ability and customer orientation
- Advanced knowledge of Microsoft Office
- Proficiency in HR information systems and analytics tools
- In-depth knowledge of labor laws and HR best practices

Notre offre

Opportunity with a growing Organisation & Development and career growth with a global organisation.

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A propos de nous

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

2022, Continental generated sales of €39.4 billion and currently employs around 200,000 people in 57 countries and markets.

The ContiTech group sector develops and manufactures, for example, cross-material, environmentally friendly and intelligent products and systems for the automotive industry, railway engineering, mining, agriculture and other key industries. Guided by the vision of “smart and sustainable solutions beyond rubber,” the group sector draws on its long-standing knowledge of the industry and materials to open up new business opportunities by combining various materials with electronic components and individual services.