

## Senior HR Business Partner - Business Area IEMEA (m/f/d) - REF852280

### 工作职责

As Senior HR Business Partner for the Business Area IEMEA you're not just joining an HR team—you're stepping into a strategic role in shaping ContiTech's future. You will align the ContiTech Strategy and its enablers with business goals and across locations. You'll be a trusted advisor to senior leadership, a driver of change, and a catalyst for performance in a complex, international environment. Additionally, the following aspects will belong to your area of responsibility:

- Act as a strategic HR advisor to (Senior) Executives across multiple countries and functional areas
- Execute Compensation & Benefits measures in line with Group Sector guidelines (including grading, STI, LTI, and merit rounds)
- Foster a high-performance culture through coaching, feedback, and leadership enablement
- Translate ContiTech's strategic goals into concrete organizational development and transformation initiatives—enhancing future competencies, strengthening performance and knowledge management, supporting organizational agility, and ensuring resource effectiveness in line with evolving business needs
- Lead, steer or support complex cross-functional HR projects with international scope such as transformation projects and change initiatives
- Collaborate closely with Location HR as well as with global HR Centers of Expertise

### 职位要求

- A degree in Human Resources, Business Administration, Psychology, or a related field
- Several years of experience as an HR Business Partner, ideally in an international matrix organization
- Fluent in English; German and additional languages are a plus
- Proven ability to consult and influence senior leaders in complex business environments
- Strong expertise in Talent Management, Organizational Development, and Compensation & Benefits
- Intercultural competence and experience working across countries and cultures
- Ability to work collaboratively in a fast-paced, dynamic environment
- You build trust and communicate with clarity and empathy
- You bring structure and focus to complex situations
- You act with curiosity, courage, and are passionate about people, performance, and purpose

Applications from severely handicapped people are welcome.



职位号码

**REF852280**

工作职能

人力资源

所在地

**Hannover**

领导力级别

个人贡献者

工作场所灵活度

混合式办公

招聘专员

**Franziska Münder**

法律实体名称

**ContiTech Antriebssysteme  
GmbH**

我们可以提供

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.](#)

#### [Diversity, Inclusion &](#)

[Belonging](#) are important to us and make our company strong and successful. We offer equal opportunities to everyone - regardless of age, gender, nationality, cultural background, disability, religion, ideology or sexual orientation.

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

#### 关于我们

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.

Guided by the vision of being the customer's first choice for material-driven solutions, the ContiTech group sector focuses on development competence and material expertise for products and systems made of rubber, plastics, metal, and fabrics. These can also be equipped with electronic components in order to optimize them functionally for individual services. ContiTech's industrial growth areas are primarily in the areas of energy, agriculture, construction, and surfaces. In addition, ContiTech serves the automotive and transportation industries as well as rail transport.