

Head of Employee Experience Original Equipment Solution (m/f/d) - REF88396H - Hybrid from EMEA OESL locations

Ihre Aufgaben

The Head of Employee Experience (m/f/diverse) is responsible for designing and executing a holistic employee experience strategy that aligns with the business transformation goals of OESL under its new private equity ownership. This role ensures that every touchpoint in the employee lifecycle—from onboarding to offboarding—supports a high-performance culture, fosters engagement, and drives retention during a period of significant organizational change.

Strategic Leadership

- Define and implement the employee experience strategy aligned with OESL's business objectives and private equity value creation plan

- Act as a cultural architect, shaping a high-engagement, performance-driven environment during and after the M&A transition

- Partner with leadership team to embed employee experience into business transformation initiatives, including footprint adjustment, digitalization, and operational efficiency

Employee Lifecycle Management

- Oversee the design and continuous improvement of key employee lifecycle processes: onboarding, development, recognition, internal mobility, and exit

- Lead initiatives to enhance employee listening (e.g., surveys, focus groups) and translate insights into actionable improvements

- Enable a high-performing culture (e.g. Talent Acquisition, Onboarding, Learning, Performance Management Process, Career Growth Framework, Leadership Expectations etc.)

- Manage Employer branding from the inside-out. Nurture OESL culture, driving a listening strategy through pulses and engagement surveys and outline a global attraction strategy

Change Management & Communication

- Serve as a key change agent during the post-merger integration, ensuring transparent, empathetic, and consistent communication across all levels

- Collaborate with internal communications to craft messaging that reinforces the new organizational identity and values

Culture & Engagement

- Drive programs that promote inclusion, psychological safety, and a sense of belonging

- Develop and implement engagement strategies tailored to the evolving



Job ID

REF88396H

Arbeitsbereich

Personalwesen

Standort

Karben

Leadership Level

Leading People

Job Flexibilität

Hybrid Job

Rechtliche Einheit

ContiTech Techno-Chemie GmbH

needs of a leaner, more agile organization

People Analytics & Insights

Leverage data and analytics to measure employee experience KPIs (e.g., eNPS, retention, productivity)

Provide insights to leadership team to inform talent decisions and track progress against transformation goals

Measure and Analyze Employee Feedback: To improve EX, you need to understand what's working and what's not. This means gathering employee feedback through surveys, focus groups, and other means, and then analyzing the data to identify trends and areas for improvement. You'll need to be comfortable working with data and have the ability to use it to drive decision-making

IATF Compliance, Equity, Inclusion, Diversity

Implement IATF compliance policies, diversity mindset in the organization and drive necessary activities

Ensure measures defined to reach diversity targets within OESL are known, lived and employees with diverse backgrounds (internationality, gender, personality, education, sector-backgrounds) are supported and developed equally

Ensure decision making on successions and jobs give equal opportunity to employees with diverse backgrounds (int., gender, personality, education, sector-backgrounds)

Collaboration & Stakeholder Management

Build and Lead an Employee Experience Team that include talent acquisition, learning and talent management specialists, employee experience experts, and other professionals who are responsible for delivering the EE strategy

Work cross-functionally with Location HR Teams, HRBPs, Talent Acquisition, L&T, and Communications to ensure a seamless and consistent employee experience

Engage with private equity stakeholders to align on cultural and people-related value drivers

Provide employees support and guidance in an increasingly complex and more dynamic working environment; build and maintain trust and foster OESL Principles for Success; balance the needs of our customers, our company and our colleagues

Guide our company and its employees, especially through times of change; encourage innovation, inspire and develop people to realize their full potential, and foster learning

Quality First, Safety Always

Act and compel colleagues to behave as ambassadors for Quality and Safety

Understand the importance of technical compliance and ensure the adherence thereof in daily business

Be dedicated to maximizing internal & external customer satisfaction by demonstrating ownership, dedication towards ensuring high-quality results and process-orientation

Owning the quality of all outputs in the dedicated responsibility area as

process member or process owner

Strive for “Zero Incidents” and “Zero Accidents” by demonstrating ownership and acting as a role model for a safe environment

Sustainability

Act and inspire colleagues to challenge the status quo in order to create sustainable solutions

Innovate and/or create solutions to support our corporate sustainability strategy

Respect defined standards and targets for sustainability

Ihr Profil

- Bachelor's degree in Human Resources, Management, Social Science, Psychology, Organizational Development or related field
- Experience in a post-M&A or private equity-backed environment
- Proven experience in HR leadership roles, with a strong focus on people & culture, employee experience and organizational development,
- Long time experience in HR CoE & Global environment
- Demonstrated ability to lead through ambiguity and influence across complex, matrixed organizations
- Strong understanding of change management, organizational psychology, and employee engagement strategies
- Strong skills in communicating, developing of networks, leading networkings, conceptual work, intercultural sensitivity and high focus on quality and the constant desire to improve the services of culture development & employee experience for our internal customers
- Leadership Strengths :Strategic Thinking & Business Acumen, Empathy & Emotional Intelligence, Data-Driven Decision-Making, Stakeholder & Customers Focus, Agility & Resilience, Communication & Storytelling, Change & Transformation Leadership
- Fluent in English, another language helpful

Applications from severely handicapped people are welcome.

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What we offer:

- **Competitive Compensation in line with performance and market**
- **Hybrid schedule** - Work-life balance is important, so we offer a flexible schedule. Please agree on this with your superior;
- **Discounts at our partners** - We collaborate with different vendors, and we receive discounts for various products/ services like rubbers, restaurants, kindergartens, etc;
- **System for Rewarding Improvement Ideas** - We have an internal improvement program (Continental Idea Management) that allows you to come up with ideas and to be honored with an attractive bonus (this is established by the CIM team according to your improvement idea);
- **Professional development** - Many opportunities to develop yourself within the company;
- **Diversity and multicultural mindset** - We encourage you to join us no

matter who, where, or what you are. We have colleagues from different nations and a variety of languages are spoken in our company.

Our Commitment

- **Influence:** We offer opportunities to have a greater impact and reap more rewards professionally.
- **Initiative:** We encourage our people to grow, take on greater responsibilities, be innovative, and gain new capabilities.
- **New Work:** We value the flexibility and agility that makes modern working possible and makes a customer-centric company successful.
- **One team:** We believe in a culture of belonging to a tight team of individuals who can drive success together.

These aspects influence the selection process in building our new team of pioneers. We are an exclusive unit to belong to and look forward to meeting you!

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

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About OESL

Original Equipment Solutions (OESL) is emerging as a stand-alone global leader in the automotive sector, with over 17,000 employees and €2 billion in annual sales. Operating in 15 countries across 35 locations, including technology centers, OESL will build on Continental's rich legacy to deliver high-quality parts to major OEMs and commercial vehicle customers worldwide.

Why Join OESL ?

- **Greater Impact:** Take part in shaping the future of a dynamic organization, with the opportunity to bring ideas to life and reap significant professional rewards
- **Growth and Innovation:** Work in a fast-moving, environment that encourages innovation and offers opportunities for continuous growth and expanding your skill set
- **Creative Space:** Experience the entrepreneurial spirit of a start-up culture within a global organization, enjoying both the creative freedom and the responsibility needed to thrive in modern working environments
- **Tight-Knit Team:** Join a highly collaborative team where individuals have the power to shape their work, make meaningful contributions, and drive collective success