

HR Business Partner for Shared Service Centers - Tires

工作职责

- Enables both the short-term and long-term strategy of the local business clients in line with corporate policies related to human relations, organizational and employee development by defining and implementing the appropriate HR strategic initiatives required to meet the defined business strategy (e.g. Strategic Workforce Planning, HR Transformation)
- Guides employees and supervisors in HR related matters (supports in decision making and acts as consultant). Leads them to the right point of contact and promotes the full portfolio of HR related services (e.g. payroll, data administration, recruiting)
- Consults with Centers of Expertise (CoE) regarding the full portfolio of HR related processes (e.g. Compensation & Benefits) and address business needs in direction of CoE
- Ensures consistent application and compliance of defined HR Policies, Programs and Procedures
- Maintains the collaboration with all the stakeholders in line with the Balance of Cooperation (e.g. BU HR)
- Introduces/ implements new HR related services, systems & processes (from Shared Services and CoE's) into assigned organization
- Consults and guides the organization through times of significant changes (e.g. digital transformation, VUCA world) and supports organizational development
- Implements and supports Employer Branding road map and act as an ambassador
- Works closely with Recruiting department or SSC Recruiting or external services for sourcing and selecting the best fit candidates
- Supports Impetrates (e.g. on performance management and local requirements) and Expatriates (e.g. on salary topics and repatriation) based on International Mobility Policies
- Drives readiness of talent through proper succession planning in line with the business needs
- Supports and guides managers as well as individual employees in talent and performance management processes in accordance with country specific legal regulations, CoE guidance, and company guideline
- Ensures execution of talent management measures
- Derives trends in development needs, alerts organization to critical areas for succession planning, etc.
- Drives nominations for Leadership & Talent Development Programs for target groups in the area of responsibility
- Drives competency management by identifying gaps and proposing (training) measures
- Consults on Compensation Policies and Programs, Benefits & Pensions to assist business needs.
- Steers and facilitates annual Salary Review
- Acts as a single point of the contact for all topics (which are not



职位号码

REF90908D

工作职能

人力资源

所在地

Timișoara

领导力级别

个人贡献者

工作场所灵活度

混合式办公

法律实体名称

S.C. Continental Automotive Products S.R.L.

covered by Shared Services) for the employees and managers in area of responsibility

- Ensures compliance to all relevant regulations
- Guides employees and superiors in employee relations conflict management
- Responds to employee relation issues such as employee concerns, harassment, and discrimination complaints. Conducts internal investigations as necessary.
- Acts as company representative towards external parties (courts, fairs, local networks, authorities..) if assigned
- Ensures data availability and quality of the audit/compliance related records (i.e. record of compensation decisions, training certificates, exit interviews)
- Monitors time management, ensures legal compliance and trigger actions if needed due to labor requirements.

职位要求

- Bachelor degree in business, psychology, social science or related area
- At least minimum 3 years experience as HR Business Partner
- Cross-functional Experience - Has gained insight into different departments / functions / BUs (through projects or assignments)
- Experience collaborating with **Shared Services/BPO**
- Experience with **international teams** or remote teams
- Has successfully managed a project team
- Advanced knowledge about HR Processes (Employer Branding, Recruiting & Staffing, Talent & Performance Management, Compensation & Benefits, Labor Law & Employee Relations etc)
- Project Management knowledge
- Feedback debriefing knowledge
- Advanced English level

我们可以提供

Additional Information

- 13th salary;
- Performance bonus;
- Christmas & Easter bonus;
- Seniority bonus;
- Flexible working time;
- Competitive salaries & benefits;
- Health & wellness (Life Assurance, Private Health and Dental Insurance, Sport activities, Canteen, 24/7 Helpline with Psychologists etc.);
- Different discounts (tires, glasses, medical, shopping, etc.);
- Relocation bonus for non-Timisoara Residents;
- Professional development opportunities (in Technical and Leadership Areas);
- International Work Environment & Traveling Opportunities.

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 2021, Continental generated sales of €33.8 billion and currently employs more than 190,000 people in 58 countries and markets. On October 8, 2021, the company celebrated its 150th anniversary. 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.