

# HR Lead Tires Business Services

## Your tasks

The Head of HR for Tire Manila Business Services is a strategic leadership role responsible for designing, implementing, and managing the full HR function within a newly established SSC. The role focuses on building a scalable HR operating model to support the SSC's growth, ensuring talent acquisition, employee engagement, organizational design, and HR operations align with the center's business objectives. This leader will play a critical role in shaping the SSC's people strategy, culture, and performance from inception.

### Strategy & Organizational Development

- Design and execute the HR strategy for the new SSC, aligning with group-wide HR and business goals.
- Build and structure the HR team to support a multi-functional, high-performing SSC environment
- Support change management initiatives as new teams, tools, and processes are rolled out within the SSC.
- Design learning and development programs to build capability, support career development, and drive performance excellence.
- Identify leadership development and succession planning needs for critical roles.
- Act as a key advisor to SSC leadership and group HR leaders on workforce strategy and people issues.
- Collaborate with other business units and global HR teams to ensure alignment and knowledge sharing.

### Talent Acquisition & Workforce Planning

- Lead end-to-end hiring for the SSC, partnering with talent acquisition teams or agencies to build out core teams across finance, HR, IT, procurement, and customer service.
- Develop workforce plans and talent pipelines to meet current and future business needs.
- Implement employer branding and recruitment marketing strategies to attract top talent in accordance with global policies & procedures

### Employee Engagement & Culture

- Champion a strong, inclusive, and collaborative culture in a newly formed, fast-paced environment.
- Develop onboarding, engagement, and retention programs that drive employee satisfaction and reduce attrition.
- Implement feedback mechanisms and action plans (e.g., surveys, listening sessions).

### HR Operations & Compliance

- Set up core HR operations (HRIS systems, payroll, employee records, benefits, etc.) ensuring efficiency and compliance.



Job ID

**REF913590**

Field of work

**Human Resources**

Location

**Makati**

Leadership level

**Leading People**

Job flexibility

**Hybrid Job**

Legal Entity

**Continental Tire the Americas, LLC**

- Develop and enforce HR policies, handbooks, and procedures in line with local labor laws and global standards.
- Ensure legal compliance in employment practices, data protection, and diversity & inclusion.

## Your profile

### BASIC:

- Bachelor's degree in Human Resources, Business Administration or related field
- 9+ years of progressive HR experiences, including 3+ years in a leadership role, preferably in a shared services or multinational environment.
- Experience leading HR operations in a fast-scaling organization
- Fluency in English and local language
- Experience working with international teams
- Good knowledge about local labor laws

### PREFERRED:

- Masters degree or MBA
- Experience in a startup HR environment is a strong advantage
- German proficiency

## Our offer

All your information will be kept confidential according to EEO guidelines.

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

## About us

Continental is a leading tire manufacturer and industry specialist. Founded in 1871, the company generated sales of €39.7 billion in 2024 and currently employs around 95,000 people in 54 countries and markets.

Tire solutions from the **Tires group sector** make mobility safer, smarter, and more sustainable. Its premium portfolio encompasses car, truck, bus, two-wheel, and specialty tires as well as smart solutions and services for fleets and tire retailers. Continental has been delivering top performance for more than 150 years and is one of the world's largest tire manufacturers. In fiscal 2024, the Tires group sector generated sales of 13.9 billion euros. Continental's tire division employs more than 57,000 people worldwide and has 20 production and 16 development sites.

GBS Tires Manila provides services across different General and Administrative functions including but not limited to Accounts Payable, Accounts Receivable, General Ledger, Intercompany Accounting, and Compliance processes.

The shared service center serves mainly the Americas including USA,

Canada & Mexico with near term expansion to Brazil as well as to Tire sector headquartered in Germany sector which ultimately supports Tires global operation. Strategic assessments are in process evaluating to provide services other functional areas such as purchasing, accounting, IT, etc to global Tire locations.