Continental

Head of Business Applications HR and Communications (m/f/d) - Original Equipment Solutions

Ihre Aufgaben

Are you an ambitious IT professional looking for challenges, growth, and flexibility? You are structured and enjoy communicating and exchanging with stakeholders while driving things forward? Then you've come to the right place.

The OESL IT department is newly conceived and being built now! With this pioneering effort, OESL IT will be flexible, fast, and forward-thinking. Our IT team will become a strategic advisory partner, strengthening digital capabilities and driving business success.

In your role as Head of HR & Communications Applications, you will work in a dynamic environment and shape the HR IT and internal communication landscape with us. The role handles the relationship towards our business customers as well as to our internal and external suppliers for all HR IT and communications applications.

Your Responsibilities:

- Define and manage the IT portfolio and strategy for HR and Communications applications, ensuring seamless integration with corporate objectives and alignment with HR and communications needs.
- Develop and maintain IT roadmaps for HR and Communications systems, prioritizing innovation, agility, and operational effectiveness.
- Take end-to-end responsibility for HR and Communications applications lifecycle, including planning, demand management, delivery, and outcome reporting, while tracking performance metrics and resolving issues proactively.
- Foster a product-oriented culture with a BizDevOps approach, managing multi-national teams for seamless collaboration across time zones and business units.
- Build and lead cross-functional product teams, promoting accountability, innovation, and high performance while empowering them to work independently using agile methods.
- Ensure effective resource allocation across HR and communications IT projects, maintain alignment with business priorities, and provide mentorship to foster team development and career growth.
- Act as the central liaison between HR, Internal and External Communications, and IT stakeholders, managing expectations and fostering collaboration to generate IT-driven business value.
- Maintain relationships with IT consulting and IT support partners as well as software providers in the field of HR and communication applications.
- Promote continuous improvement to keep HR IT solutions competitive, compliant, and future-ready, while optimizing processes and enhancing digital employee engagement.

Job ID
REF92136A

Arbeitsbereich
Informationstechnologie

Standort
Leça do Balio

Leadership Level
Leading People

Job Flexibilität
Hybrid Job

Rechtliche Einheit
OESL Automotive Services Lda

Ihr Profil

- Degree in Computer Science, Information Technology, Business Informatics, Business Administration or equivalent.
- Proven experience in managing a comprehensive portfolio of HR and communication applications, ensuring their seamless integration into a modern IT architecture.
- Expertise in HR and corporate communications technologies, including HCM platforms, payroll systems, employee engagement tools, and digital communications solutions.
- Experience driving digital transformation initiatives, with a focus on modernizing HR IT systems and enhancing employee experience and engagement
- Excellent communication and stakeholder management skills, with the ability to collaborate effectively between IT, HR, and corporate communication teams.
- Strong knowledge of modern IT architectures, including cloud-based HR solutions
- Exceptional understanding of HR processes, employee lifecycle management, and corporate communication best practices, with the ability to analyze and optimize processes for efficiency and compliance.
- Business acumen and the capability to analyze complex HR and communications requirements, translating them into effective IT solutions.
- Demonstrated experience in leading IT projects across multiple stakeholders and cross-functional teams, both locally and internationally.
- Advanced skills in multi-project management, with the ability to manage priorities, align resources, and drive timely delivery of HR IT initiatives.
- Strong leadership and coaching skills, with the ability to inspire, develop, and motivate high-performing teams.
- Ability to articulate complex technical concepts and translate them into understandable language for executives and non-technical stakeholders.

Unser Angebot

What we offer:

- **Compensation package**: 14th salaries plus performance bonus
- **Lunch Allowance**: in line with local regulation
- **Health and Life Insurance;**
- **Flexibility -** Flexible schedule, hybrid work.
- **Home-Office -** Employees received 1,00€ net for each Home-Office day, paid monthly.
- **Vacation days** - 22 days per year + 3 extra days the following year (considering absenteeism). Seniority days added starting from 3 years in the company.

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

Über uns

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.