

HR Business Partner

Descrição da função

The HR Business Partner will:

Functions as HRBP in a variety of Human Resources activities. Responsibilities may include a multitude of activities. Counsel employees concerning work-related problems and conduct termination interviews, providing feedback to management when necessary. Maintains records for EEO and affirmative action reporting requirements. Writes position descriptions and conducts research and analyzes data on assigned projects. May assist in the formulation of compensation objectives, manpower goals, personnel policies and procedures.

1. The HR Generalist is the central point of contact for all operational HR topics for his/her area of responsibility. By providing expert advice, the HR Generalist creates a trust building partnership with his/her internal customers, develops solutions, plans and executes the implementation.
2. Ensures quality execution of local operational personnel work (i.e. personnel selection and placement, transfer and separation, succession planning at operational levels, compensation decisions, local organizational design, employee relations coaching for management, discipline and performance management. Guides employees and superiors in HR related matters (conflict management, absenteeism, working schedules, employee assistance programs). Coordinates the interface to service centers (SC) regarding the full portfolio of HR related services (e.g. payroll). Coordinates the interface to centers of expertise (CoE) regarding the full portfolio of HR related processes (e.g. Human Resource Development (HRD), Benefits Administration, Compensation, etc.)
3. Introduces/ implements new HR related services & processes (from SC's and CoE's) into assigned organization. Accompanies and implements change projects in his/her area of responsibility together with management of respective organizational units and internal/external experts (if applicable). Leads and implements HR projects in the assigned area of responsibility. Participates in other business projects, representing HR.
4. Ensures records of compliance for area of responsibility (i.e. record retention of compensation decisions, performance management, etc.). Responsible for all administrative activities related to the HRBP task in the area of responsibility. Ensures local legal compliance with HR activities within the scope of responsibility. Acts as company representative to outside organizations as assigned (courts, recruiting fairs, local networks. Consults employees and line managers in all areas of operational HR work. Continuously monitors quality of performed tasks and ensures high quality of performance.
5. Ensure all ESH procedures, policies and legal requirements are



Identificação da vaga
REF92853Q

Área funcional
Human Resources

Local
Mount Vernon

Nível de liderança
Leading Self

Modalidade de trabalho
Onsite Job

Pessoa jurídica
Continental Tire the Americas, LLC

implemented and monitored.

NOTE: May not be inclusive of all work required and may be updated as needed.

Requisitos

Basic Qualifications:

- Bachelor's Degree in Human Resources or related field
- 2 Years of experience
- Legal authorization to work in the U.S. is required. We will not sponsor individuals for employment visas now or in the future for this job posting.
- No relocation assistance is offered for this position

Preferred Qualifications:

- Masters Degree in Human Resources or related field

ENVIRONMENT

- Safety is our highest priority and safety procedures/ guidelines must be always adhered to. This includes safety wear such as hearing protection and steel toe shoes while on the plant floor.
- The role involves various physical tasks, including lifting, bending, stooping, pushing, pulling, and with comprehensive training provided.

O que oferecemos

THE PERKS

- Immediate Benefits
- Robust Total Rewards Package
- Paid Time Off
- Tuition Assistance
- Employee Discounts, including tire discounts
- Employer 401k Match
- Diverse & Inclusive Work Environment with 20+ Employee Resource groups.
- Employee Assistance Program
- Future Growth Opportunities, including personal and professional
- And many more benefits that come with working for a global industry leader!

The starting annual salary for this role is \$80,310 to \$85,000.

Salaries are based upon candidate skills, experience, and qualifications, as well as market and business considerations

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

All your information will be kept confidential according to EEO

guidelines.

EEO-Statement:

EEO / Disabled / Protected Veteran Employer. Continental offers equal employment opportunities to all qualified individuals, without regard to unlawful consideration to race, color, sex, sexual orientation, gender identity, age, religion, national origin, disability, veteran status, or any other status protected by applicable law. In addition, as a federal contractor, Continental complies with government regulations, including affirmative action responsibilities for qualified individuals with a disability and protected veterans, where they apply. To be considered, you must apply for a specific position for which Continental has a current posted job opening. Qualifying applications will be considered only for the specific opening(s) to which you apply. If you would like to be considered for additional or future job openings, we encourage you to reapply for other opportunities as they become available. Further, Continental provides reasonable accommodations to qualified individuals with a disability. If you need assistance in the application process, please reply to Careers@conti-na.com or contact US Recruiting at 800-821-2727. This telephone line and email address are reserved solely for job seekers with disabilities requesting accessibility assistance or an accommodation in the job application process. Please do not call about the status of your job application, if you do not require accessibility assistance or an accommodation. Messages left for other purposes, such as following up on an application or non-disability related technical issues, will not receive a call back.

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

Quem somos

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.