

Employee Engagement & Feedback Landscape ContiTech

Responsabilități

- **Drive People Engagement:** Review and enhance the People Engagement Model for ContiTech Standalone, propose initiatives to boost employee engagement, performance, and organizational effectiveness.
- **Lead Feedback & Engagement Systems:** Design and manage our global feedback scheme and tools (360° feedback, engagement surveys, team reflection), ensuring continuous improvement, compliance, and effective follow-up processes.
- **Champion Diversity & Inclusion:** Define and monitor diversity KPIs, implement programs fostering inclusion, and embed diversity principles into leadership behaviors and talent processes.
- **Data-Driven Insights & Reporting:** Develop measurement frameworks, analyze global trends (e.g., fluctuation, engagement), and deliver actionable insights through dashboards and reports for strategic decision-making. Foster AI implementation into HR processes and encourage others with being role modelling automatization and AI agent implementations, as well as peer training on those topics.
- **Organizational Development & Change:** Support cultural transformation initiatives, facilitate workshops, and act as a strategic partner to leaders on organizational development priorities.
- **Governance & Compliance:** Oversee global standards for exit processes, feedback systems, and sustainability reporting, ensuring alignment with legal, regulatory, and ethical requirements.

Cerințe

- A Bachelor's degree in Human Resources, Management, Social Science, Psychology, Wirtschaftspsychologie, Organizational Development, or a closely related field is required.
- A minimum of five years of experience in a relevant HR role (e.g., HR Business Partner, HR Generalist, HR Services, HR IT) is essential.
- Demonstrated intercultural competence and a proven track record of working effectively on international remote teams is crucial.
- Extensive experience in process design and proficiency in implementing AI agents is mandatory.
- Strong analytical skills and the ability to derive actionable insights from complex data sets are imperative.
- Excellent communication skills, both written and verbal, with the ability to interact effectively with all levels of management are required.
- Advanced knowledge of HR best practices, employment laws, and regulatory compliance is necessary.
- Proficiency in HR information systems and data analytics tools is expected.

Oferta noastră



Job ID
REF92883G

Domeniul de activitate
Bengaluru

Nivelul de Leadership
Leading Self

Flexibilitatea programului de lucru
Hybrid Job

Persoană juridică
ContiTech India Pvt. Ltd.

At Continental we are committed to building an inclusive and discrimination-free ecosystem in Mexico, these principles are rooted in our corporate philosophy and culture. Therefore, it is totally forbidden to request a pregnancy or HIV test as part of our selection processes. At Continental we are committed to building an inclusive and discrimination-free ecosystem in Mexico, these principles are rooted in our corporate philosophy and culture. Therefore, it is totally forbidden to request a pregnancy or HIV test as part of our selection processes.

#LI-SFGO

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

Despre noi

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 2023, Continental generated sales of €41.4 billion and currently employs around 200,000 people in 56 countries and markets.

Guided by the vision of being the customer's first choice for material-driven solutions, the ContiTech group sector focuses on development competence and material expertise for products and systems made of rubber, plastics, metal, and fabrics. These can also be equipped with electronic components in order to optimize them functionally for individual services. ContiTech's industrial growth areas are primarily in the areas of energy, agriculture, construction, and surfaces. In addition, ContiTech serves the automotive and transportation industries as well as rail transport.