

# Head of HR IT ContiTech (m/f/diverse) - REF93295I

## Your tasks

As the **Head of HR IT (m/f/diverse)** you are responsible for the **strategic development, transformation, and operational stability** of the global HR IT landscape. The role ensures that HR technologies are **standardized, scalable, secure, and compliant**, enabling efficient HR processes and a positive employee experience across all regions.

## Key responsibilities

- Define and execute the global HR IT strategy and target architecture in line with HR and IT priorities
- Own and continuously optimize the global HR application portfolio, including Core HR, Payroll, Time Management, Talent, Recruiting, Learning, and Analytics
- Lead HR IT transformation initiatives such as system consolidation, cloud adoption, and retirement of legacy solutions
- Establish strong governance to ensure data quality, security, regulatory compliance, and audit readiness
- Ensure reliable, cost effective HR IT operations, including service performance, incident and change management
- Partner closely with HR leadership, HR CoEs, IT, and vendors to drive adoption and continuous improvement
- Lead and develop global HR IT teams and manage strategic vendors and system integrators

## Your profile

- Extensive experience in **HR IT, enterprise IT, or digital transformation**, with responsibility for complex initiatives and teams
- Demonstrated involvement in **HR IT transformation programs**, such as global rollouts, system harmonization, or operating model changes
- Strong understanding of **HR processes and HR technology landscapes** in multinational or matrix organizations
- Solid knowledge of modern **HR technology platforms**, including Core HR, Payroll, Talent, Recruiting, Learning, and Workforce Data
- Experience working with **cloud based enterprise applications** and integration landscapes
- Good understanding of **data governance, security, and compliance requirements** in an HR IT context
- Strategic mindset combined with the ability to **translate strategy into execution**
- Confidence leading initiatives in **complex and evolving environments**
- Strong **stakeholder management and communication skills**, including interaction with senior leadership
- Proven people leadership with a **collaborative, global, and inclusive approach**

Applications from severely handicapped people are welcome.



Job ID  
**REF93295I**

Field of work  
**Information Technology**

Location  
**Hanover**

Leadership level  
**Leading Leaders**

Job flexibility  
**Onsite Job**

Contact  
**Tabea Gieseler**

Legal Entity  
**ContiTech Deutschland GmbH**

## Our offer

The well-being of our employees is important to us. That's why we offer exciting career prospects and support you in achieving a good work-life balance with additional benefits such as:

- Training opportunities
- Mobile and flexible working models
- Sabbaticals

and much more...

Sounds interesting for you? [Click here to find out more.](#)

[Diversity, Inclusion & Belonging](#) are important to us and make our company strong and successful. We offer equal opportunities to everyone - regardless of age, gender, nationality, cultural background, disability, religion, ideology or sexual orientation.

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 that develops and produces sustainable, safe and convenient solutions for automotive manufacturers as well as industrial and end customers worldwide. 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.

ContiTech is one of the world's leading industry specialists. The Continental group sector offers its customers connected, environment-friendly, safe and convenient industry and service solutions using a range of materials for off-highway applications, on rails and roads, in the air, under and above the ground, in industrial environments, for the food sector and the furniture industry. With about 39,000 employees in more than 40 countries and sales of some 6.4 billion euros (2024), the global industrial partner is active with core branches in Asia, Europe and North and South America."