

Strategic HR Partner EMEA- Tires

Descrição da função

You will be...

...a key enabler of our HR strategy, turning (global) and regional concepts into practical solutions for the M&S Industry business in EMEA.

You will connect frameworks with execution, working closely with HR CoEs, Market HR teams, and business leaders to strengthen people processes and drive transformation.

Your focus will be on **onboarding excellence, organizational development, talent acquisition support**, and ensuring consistent implementation of HR initiatives across the region. As a bridge between stakeholders, you make sure ideas become measurable impact.

Your Key Responsibilities

- **HR Strategy Deployment:** Adapt and roll out HR programs (Talent, OD, C&B, TA) across EMEA M&S Industry.
- **Organizational Development & Change:** Support OD initiatives, facilitate workshops, and apply change management.
- **Talent Acquisition Support:** Assist with critical/hard-to-fill roles and assessment activities; provide market insights.
- **Stakeholder Partnership:** Collaborate with Market HR and CoEs; share best practices and act as trusted advisor.
- **Process & Digitalization:** Create toolkits, promote HR tech adoption, and drive process optimization using data.
- **Onboarding Excellence:** Design and maintain onboarding frameworks for leaders and critical roles.

Requisitos

Profile

- Minimum of 5 years' relevant HR experience (HRBP, HR Project Manager, Talent/OD).
- Strong knowledge of HR processes and CoE models, with demonstrable experience in implementing HR strategies.
- Advanced skills in project management, change facilitation, and stakeholder influence.
- Proven experience in international, matrix environments, preferably within EMEA region.
- Digital mindset with proficiency in HR technologies
- Bachelor's degree in Human Resources, Business Administration, or related field; Master's degree preferred.
- Excellent communication skills, both written and verbal, with ability to present complex information clearly.
- Fluency in English; additional European language(s) is a plus.

What This Role Is Not



Identificação da vaga
REF93520K

Área funcional
Human Resources

Local
Timișoara

Nível de liderança
Leading Self

Modalidade de trabalho
Hybrid Job

Pessoa jurídica
S.C. Continental Automotive Products S.R.L.

- Not a daily operational HRBP role.
- Not a full-cycle recruiter position.
- Not a conceptual CoE role.

O que oferecemos

- 13th salary;
- Performance bonus;
- Christmas & Easter bonus;
- Seniority bonus;
- Flexible working time;
- Competitive salaries & benefits;
- Health & wellness (Life Assurance, Private Health and Dental Insurance, Sport activities, Canteen, 24/7 Helpline with Psychologists etc.);
- Different discounts (tires, glasses, medical, shopping, etc.);
- Relocation bonus for non-Timisoara Residents;
- Professional development opportunities (in Technical and Leadership Areas);
- International Work Environment & Traveling Opportunities.

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

Quem somos

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 2024, Continental generated sales of €39.7 billion and currently employs around 190,000 people in 55 countries and markets.

With its premium portfolio in the car, truck, bus, two-wheel and specialty tire segment, the Tires group sector stands for innovative solutions in tire technology. Intelligent products and services related to tires and the promotion of sustainability complete the product portfolio. For specialist dealers and fleet management, Tires offers digital tire monitoring and tire management systems, in addition to other services, with the aim of keeping fleets mobile and increasing their efficiency. With its tires, Continental makes a significant contribution to safe, efficient and environmentally friendly mobility.