

HR Business Partner Manufacturing - Tires

Descrição da função

HR Business Partner – Join a team where you can truly make an impact!

As an HR Business Partner, you will play a key strategic role in shaping both the short term and long term direction of the business. Working closely with leaders and teams, you'll drive people-related initiatives that support growth, transformation, and a strong organizational culture.

What you will do:

- Partner with business leaders to translate the local strategy into effective HR initiatives, fully aligned with corporate standards.
- Provide guidance and consultancy to employees and managers on all HR-related topics, connecting them with the right specialists and promoting the full HR services portfolio (payroll, data administration, recruitment, etc.).
- Ensure consistent implementation of HR policies, programs, and procedures.
- Build and maintain strong relationships with all key stakeholders.
- Introduce and embed new HR systems, processes, and services within the organization.
- Support teams through organizational development and major transformations (digitalization, change management, VUCA challenges).
- Act as an Employer Branding ambassador and help implement the local roadmap.
- Drive talent readiness through efficient succession planning tailored to business needs.
- Guide managers and employees in performance and talent management processes, ensuring alignment with local regulations and global guidelines.
- Manage competency development by identifying gaps and proposing relevant training solutions.
- Offer consultancy on Compensation & Benefits policies and support annual salary review cycles.
- Serve as the single point of contact for topics not handled by Shared Services within your area of responsibility.
- Ensure compliance with all legal and internal regulations.
- Support conflict management and employee relations topics.
- Monitor time management, ensure legal compliance, and take action when needed based on labor requirements.

Requisitos

- Bachelor degree in Business, Psychology, Social Science or related area;
- Minimum 3 years previous experience as HR Business Partner;
- Excellent stakeholder management;



Identificação da vaga
REF94106A

Área funcional
Human Resources

Local
Timisoara

Nível de liderança
Leading Self

Modalidade de trabalho
Hybrid Job

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

- Proven experience in organizational development and change management;
- Advanced knowledge about HR Processes (Employer Branding, Recruiting & Staffing, Talent & Performance Management, Compensation & Benefits, Labor Law & Employee Relations);
- Project Management knowledge;
- Data driven mindset with experience using HR metrics and analytics;
- Excellent communication, coaching, and influencing abilities;
- Ability to lead or support HR projects and programs;
- Advanced English level.

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 2021, Continental generated sales of €33.8 billion and currently employs more than 190,000 people in 58 countries and markets. On October 8, 2021, the company celebrated its 150th anniversary. 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.