

Lead Human Relations Business Partner

Your tasks

Are you ready to lead the charge in shaping and elevating HR strategy on the manufacturing floor? In this pivotal leadership role, you will drive the full spectrum of manufacturing HR operations, setting the vision for consistent, high-impact HR delivery while serving as a trusted strategic partner to plant leadership. You will influence and empower leaders to foster a culture of accountability, fairness, and high performance, bringing proactive insight to complex workforce challenges and translating business needs into forward-thinking HR solutions. By aligning people strategy with operational goals, you will play a critical role in advancing plant performance and workforce engagement. As a leader of HR Business Partners and HR Coordinators, you will build capability, drive execution excellence, and ensure the organization is equipped to deliver results through its people.

HOW YOU WILL MAKE AN IMPACT

- Lead, coach, and develop a high-performing team of HR Business Partners and HR Coordinators, ensuring alignment with business priorities
- Set the strategic direction for manufacturing HR, driving consistency in employee relations and policy execution
- Serve as a trusted advisor to leadership, influencing fair, consistent, and effective decision-making
- Drive a proactive employee relations strategy that fosters engagement, retention, and a positive work environment
- Ensure full compliance with company policies, procedures, and labor regulations
- Own and elevate performance management practices, strengthening accountability and workforce effectiveness
- Guide and develop leaders through coaching, feedback, and corrective action to build leadership capability
- Partner to design and deliver impactful training, onboarding, and leadership development initiatives
- Lead execution of key HR initiatives and communication strategies, ensuring clarity and alignment across the plant
- Anticipate workforce challenges, leverage data and insights, and implement strategic, sustainable solutions that drive continuous improvement

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

THE ENVIRONMENT

- Safety is our highest priority and safety procedures / guidelines must be always adhered to. This includes safety wear such as steel toes, hearing protection, etc.



Job ID
REF96952M

Location
Sumter

Leadership level
Leading People

Job flexibility
Onsite Job

Legal Entity
Continental Tire the Americas, LLC

- The job is within a climate-controlled environment.

Your profile

WHAT YOU BRING TO THE ROLE

Education & Experience

- Bachelor's degree (BA/BS minimum) and 7+ years of relevant HR experience, or an equivalent combination of education and experience
- Broad HR experience across employee relations, recruiting, performance management, compensation, and training
- Experience supporting multiple departments, shifts, or business functions within a complex environment
- Proven track record of HR leadership, including managing HR Business Partners, Coordinators, or similar roles

Skills & Competencies

- Strong end-to-end HR expertise with the ability to align people strategies to business objectives
- Experience leading HR process improvements across areas such as onboarding, attendance, retention, and compliance
- Demonstrated ability to implement, optimize, and sustain HR systems, policies, and metrics
- Proven success managing cross-functional projects and delivering measurable, results-driven outcomes
- Strong analytical and problem-solving skills with a data-driven approach to decision-making
- Ability to balance strategic priorities with execution in a fast-paced environment

Leadership & Mindset

- Proven ability to lead, coach, and develop high-performing HR teams
- Trusted advisor with the ability to influence and guide leaders at all levels
- Strong commitment to fair, consistent, and values-based application of policies and practices
- Strategic thinker with a hands-on leadership style and focus on results
- Experience working across diverse and/or global environments, with the ability to adapt to different cultures and workforce needs
- Track record of building strong partnerships and driving accountability across the organization

ADDITIONAL WAYS TO STAND OUT

- Professional HR certification (SHRM-CP, SHRM-SCP, PHR, or SPHR)
- Experience with workforce development partnerships (schools, technical colleges, or community organizations)
- Background in process improvement methodologies such as Lean, Six Sigma, or similar frameworks
- Exposure to global HR practices or cross-regional collaboration, demonstrating cultural agility

Our offer

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.

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 €19.7 billion in 2025 and currently employs around 78,000 people in 54 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.