

TMOD Group Leader

Your tasks

The TMOD Group Leader acts as the local owner of the TMOD function, responsible for planning, steering and improving talent management, learning & development, organization development and onboarding learning at plant level. The role ensures local TMOD priorities are aligned with business needs, corporate standards and local HR direction.

Main Task

1. Talent & Performance Management

Drives local Talent Review Meetings / Talent Management Conferences and ensures proper preparation, facilitation and follow-up.

Provides professional advice to Head of HR, HRBPs and business managers on talent, performance and employee development topics.

Steers career development, succession planning and key talent development processes at local level.

Works with HRBPs and business managers to identify key talents, succession risks, capability gaps and retention focus areas.

Oversees talent development action plans and ensures agreed development measures are followed up.

2. Learning & Development Management

Owns the local learning & development framework and annual training priorities based on business needs, competency requirements and corporate standards.

Identifies training and development needs through business input, competency gaps, performance results and employee development needs.

Steers onboarding learning, leadership development, functional capability building, general competency development and compliance-related learning.

Guides the development and optimization of curriculum structure, learning resources, training methods and internal trainer framework.

Evaluates learning effectiveness and drives continuous improvement based on data, feedback and business impact.

Ensures training management, learning platforms and related records meet internal governance and audit requirements.

3. Organization Development & Employee Development

Drives local organization development, employee development and capability-building initiatives in line with business priorities.

Identifies organizational capability improvement opportunities based on business changes, management input and employee feedback.

Partners with HRBPs and business managers to support culture, leadership, employee development and change-related projects.

Supports employee survey follow-up, feedback analysis and action plan management where relevant.



Job ID
REF97109T

Field of work
Human Resources

Location
He Fei Shi

Leadership level
Leading People

Job flexibility
Onsite Job

Legal Entity
Continental Tires Co., Ltd.

Promotes a learning culture, continuous development mindset and positive employee development experience.

4.HR Systems, Data & Governance

Ensures TMOD-related systems, data, processes and documents are accurate, complete and compliant with internal requirements.

Oversees the local use of learning, performance and talent management systems.

Defines and monitors TMOD-related KPIs, such as training completion, learning effectiveness and talent development action progress.

Uses data analysis to evaluate TMOD effectiveness and propose improvement actions.

Prepares or reviews management reports, audit materials, project reviews and key data analysis.

5.Team Management & Resource Steering

Leads the TMOD team and defines team responsibilities, priorities and delivery expectations.

Guides team members in daily operations, project execution, process support and data management, while ensuring delivery quality.

Steers internal trainers, external vendors, business stakeholders and HR resources to support TMOD initiatives.

Manages external training vendors or development solution providers to ensure content quality, delivery effectiveness and service level.

Develops TMOD team capability to better support business needs and employee development.

6.ESH

Ensure implementation of measures and maintain controls

Raise awareness and provide information about ESH responsibilities and duties

Ensure immediate notification and response, and initiate preventive measures in case of unsafe or polluting hazards

Demonstrate exemplary personal behavior in ESH and motivate others

Your profile

Education / Certification:

Bachelor's degree or above in Human Resources, Business Administration, Organizational Development, Psychology, Education or a related field. Certification in Learning & Development, Talent Management, Organization Development or Coaching is preferred.

Professional Experience:

Minimum 5 years of experience in Human Resources, Learning & Development, Talent Management, Organization Development or related areas. Experience in manufacturing or plant environment is preferred.

Project / Process experience:

Has successfully managed a project.

Leadership Experience:

Has successfully steered a project team.

Intercultural Experience:

Has worked with various cultures e.g. in international projects (demonstrates intercultural sensitivity and inclusive behavior).

Our offer

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About us

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.