

# HR Manager

## Descrição da função

Act as a strategic partner to senior leadership, driving people strategies that enable business objectives and organizational performance. This role ensures the effective delivery of HR solutions, aligns global and local HR strategies, and leads the HR agenda at the location level.

## Key Responsibilities

### 1. Strategic HR Leadership

- Lead Workforce Planning, HR strategy, and KPI-based performance tracking
- Advise senior management on organizational design, talent strategy, and business decisions
- Drive implementation of global HR initiatives (culture, diversity, etc.) at location level

### 2. Business Partnering

- Act as a trusted advisor to leadership, balancing business and employee needs
- Translate business strategy into actionable HR initiatives
- Support organizational changes including restructuring and transformation processes

### 3. Organizational Development & Change Management

- Lead and implement change initiatives and HR transformation projects
- Guide leadership teams through complex organizational challenges
- Strengthen organizational effectiveness through talent and structure optimization

### 4. Talent Management & HR Operations

- Oversee recruiting, employer branding, learning, and talent development processes
- Ensure effective collaboration with Centers of Expertise and HR Service Centers
- Build and sustain a strong talent pipeline for the organization

### 5. Compensation, Performance & Compliance

- Lead salary review processes aligned with budget and legal requirements
- Ensure compliance with labor laws and internal policies
- Manage labor relations, including unions and employee representatives

### 6. HR Governance & Continuous Improvement



Identificação da vaga  
**REF97288U**

Área funcional  
**Human Resources**

Local  
**Querétaro**

Nível de liderança  
**Leading People**

Modalidade de trabalho  
**Hybrid Job**

Contato  
**Azael Terrones**

Pessoa jurídica  
**Continental Tire de México, S. de R.L. de C.V.**

- Ensure data accuracy, reporting, and HR process excellence
- Drive continuous improvement initiatives and system enhancements
- Monitor HR KPIs and deliver insights to leadership

## Requisitos

- Bachelor's degree required (Master's preferred)
- +5 years of proven experience in HR leadership roles
- Experience leading strategic HR projects and managing budgets
- Strong exposure to organizational change, restructures, or transformation initiatives
- Strong stakeholder management and influencing skills
- Strategic thinking and business acumen

## Technical & Functional Expertise

- Advanced knowledge of:
  - Talent Management
  - Compensation & Benefits
  - Recruiting and Staffing
  - Legal & Labor Compliance
- Strong capabilities in:
  - Strategic planning and workforce planning
  - HR analytics and KPI management
  - Organizational design and change management
- Project management and process improvement experience

## O que ofrecemos

En Continental estamos comprometidos con la construcción de un ecosistema incluyente y libre de discriminación en México, estos principios se encuentran asentados en nuestra filosofía y cultura corporativa. Por lo cual, queda totalmente prohibido solicitar prueba de embarazo o VIH comparte de nuestros procesos de selección.

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## Quem somos

Continental desarrolla tecnologías y servicios vanguardistas para la movilidad sostenible e interconectada de personas y bienes. Fundada en 1871, la empresa de tecnología ofrece soluciones seguras, eficientes, inteligentes y asequibles para vehículos, máquinas, tráfico y transporte. En 2022, Continental generó ventas por 39 400 millones de euros y actualmente emplea a unas 200 000 personas en 57 países y mercados.