

TMOD Manager

工作职责

Strategy & Planning

- Analyzes strategic needs of the company's development, required skills of its employees and teams Organizational Changes; relevant KPI's (e.g. unforced fluctuation, Employee Dialogue completion rate) to develop suitable actions to be taken
- Supports and manages Culture Development as well as Diversity Management
- Plans the implementation and facilitation of activities and events, budget spending, material production and distribution, and other resources to ensure that operations are managed within authorized budgets.

Talent & Performance Management

- Conducts Talent Management Conferences / Talent Review Meetings on Management Levels
- Challenges and consults the organization regarding Performance and Talent Management;
- Actively steers and manages Career / Succession Planning
- Actively steers and managers Retention initiatives
- Consults and trains HR BPs and HR Managers on all TM related matters.

Learning & Training

- Identifies specific training and development needs within organization for new hires & existing personnel through job analysis, appraisal schemes and regular consultation with business managers and HR departments. Will involve continuous review & analysis of strategy, training delivery methods, etc.
- Develops, implements, steers and facilitates target group oriented development initiatives and Competency Management in line with Corporate standards, based on the needs of the organization and the individual;
- Assesses training effectiveness
- Manages the coordination of all schedules, training requirements and trains specific topics to all personnel during the New Hire On-boarding orientation, to ensure a comprehensive & professional training
- Maintains contact with other organizations, training vendors and professional associations in order to keep abreast of new training delivery methods and instructional technologies (e.g., internet, CAI, webinars, etc.) and apply desirable changes
- Participate in projects as a Team member or Project lead
- Ensures that training records are maintained, tracked, planned & completed per individual.

职位要求



职位号码
REF97687U

工作职能
人力资源

所在地
**Tambon Mae Nam Koo, Amphur
Plauk Daeng,**

领导力级别
领导团队

工作场所灵活度
现场办公

法律实体名称
Continental Tyres Co., Ltd.

- Bachelor's or Master's degree in business, HR, Organizational or leadership Development or a related field required.
- Minimum 7 years of experience in Training & Development, Learning & Development (L&D), Organizational Development (OD), or related HR functions, with at least 3 years in a managerial or leadership role.
- Cross-functional Experience: Has gained insight into different departments / functions / BUs (through projects or assignments).
- Has successfully managed challenging times. Has demonstrated tenacity / persistence. Has a track record of success.
- Applicable experience including HR generalist and/or HR development/ organizational development.
- Has worked with various cultures e.g. in international projects (demonstrates intercultural sensitivity and inclusive behavior)
- English advanced level.

我们可以提供

- Free lunch, uniform and company transportation
- Housing allowance
- Performance bonus
- Provident fund
- Flexible working program
- Family health care program
- Group insurance (medical, dental)
- Inclusive and diverse culture
- Good health and wellness program (e.g., sport clubs, fitness)

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关于我们

Continental is a leading tire manufacturer and industry specialist.

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.

Tire solutions from the **Tires group sector** make mobility safer, smarter, and more sustainable. Its premium portfolio encompasses car, truck, bus, two-wheel, and specialty tires as well as smart solutions and services for fleets and tire retailers. Continental has been delivering top performance for more than 150 years and is one of the world's largest tire manufacturers. In fiscal 2025, the Tires group sector generated sales of 13.8 billion euros. Continental's tire division employs more than 55,000 people worldwide and has 19 production and 16 development sites.