

Global Talent Management Specialist Technology & Global Segments

Descrição da função

In the position as **Global Talent Management Specialist Technology & Global Segments**, you will join our global HR team supporting Technology (R&D and IT) as well as Global Marketing, Global OE Steering and Global Product Segment Steering.

Your main internal partners are the global leadership teams, the relevant HR Business Partners (both local and global) and the global Talent Management and Organizational Development community.

In this role, you will be the main responsible to drive strategic talent development initiatives, programs and processes while partnering with business leaders to build strong diverse talent pipeline and foster organizational capabilities. You will also work with Center of Expertise (CoE) to develop state-of-the art talent management processes and programs.

The role reports directly to the Head of HR Technology & Global Segments and functionally to the Head of Talent Acquisition & Talent Management Group Sector Tires.

Your tasks in detail:

Talent Management & Succession

- Partner with management teams and local HR organizations to develop and retain talent, ensuring a strong and sustainable talent pipeline aligned with current and future business requirements;
- Monitor talent pipelines, successor readiness and development planning for key talent populations;
- Provide guidance to leaders and HR Business Partners on talent identification, assessment, succession planning and development strategies;
- As a talent broker, facilitate offers and needs meetings, support reintegration cases and identify organizational opportunities and talent needs;
- Drive and implement global talent development activities across Technology and Global Segments Tires;
- Leverage talent insights and workforce data to support talent decisions and future capability planning.

Talent & Leadership Development Programs

- Lead the coordination, design and execution of initiatives aimed at strengthening leadership capabilities, leadership culture and organizational effectiveness, fostering continuous learning and



Identificação da vaga
REF99144C

Área funcional
Human Resources

Local
Lousado

Nível de liderança
Leading Self

Modalidade de trabalho
Hybrid Job

Horário de trabalho
Full Time

Pessoa jurídica
**Continental Solution Center
Portugal, Unipessoal, LDA.**

- supporting employees' professional and personal development;
- Own and further develop the portfolio of global talent and development programs, including onboarding, early-career and flagship development programs, expert career, mentoring, etc.;
- Monitor program effectiveness and derive continuous improvement measures based on participant feedback and business needs;
- Lead end-to-end program management, including planning, nomination and selection processes, stakeholder alignment, communications, delivery, external partner management and evaluation;
- Partner with internal experts and external providers in the design and delivery.

Diversity & Inclusion

- Drive diversity, equity and inclusion initiatives across Technology and Global Segments Tires, promoting an inclusive workplace culture that values diverse perspectives, backgrounds and experiences.

Requisitos

- University degree in Business Administration, Social Science, Psychology, or other comparable qualification;
- Several years of relevant HR experience, ideally in Talent Acquisition, Talent Management, Learning & Development, Organizational Development and/or HR Business Partner functions;
- Experience in designing and managing global talent, leadership and organizational development initiatives in an international environment (preferred);
- Strong project management and stakeholder management skills with the ability to lead global and cross-functional initiatives;
- Experience in talent review, succession planning and leadership development processes and related systems and data (preferred);
- Strong analytical and conceptual skills with the ability to translate business needs into sustainable HR solutions;
- Strategic mindset combined with hands-on execution capabilities;
- Excellent communication, facilitation and influencing skills across all organizational levels;
- Fluent English language skills (written and spoken);
- Willingness to travel worldwide (approx. 30% of working time).

O que oferecemos

Our offer:

- Opportunity to shape global talent strategies and development initiatives with impact on organizational success;
- Work in a collaborative, international environment that values innovation, continuous learning and people development;
- Flexible working model;
- Excellent possibilities of personal and professional development.

We are committed to fostering a workplace where everyone feels safe, respected, and valued. All kind of applications are welcome.

Ready to drive with Continental? Take the first step and fill in the online application.

Quem somos

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.