

Human Relations Business Partner (4:00 PM - 12:30 AM | Day Shift Flexibility)

Your tasks

YOUR TASKS

The Human Resources Business Partner (HRBP) serves as a strategic partner to business leaders, aligning HR initiatives with organizational objectives to support business growth, workforce effectiveness, and employee engagement. This role provides expertise in talent management, employee relations, organizational development, performance management, compensation, change management, and workforce analytics.

HOW WILL YOU MAKE AN IMPACT

- The Human Relations Business Partner will serve as the primary HR support for employees and leaders on the night shift (4:00pm to 12:30am), with occasional day shift coverage based on operational needs.
- Partner with leaders to develop workforce plans, forecast staffing needs, and build talent pipelines.
- Support succession planning, employee development, and leadership growth initiatives.
- Provide guidance on employee relations matters, conflict resolution, and workplace concerns while fostering an inclusive and respectful culture.
- Coach managers on performance management, goal setting, accountability, and team effectiveness.
- Partner with Talent Management and Organizational Development teams to drive leadership development and employee growth.
- Support compensation and benefits programs through market benchmarking, equity reviews, and employee communications.
- Lead and support organizational change initiatives, employee engagement activities, and culture enhancement efforts.
- Analyze HR metrics and workforce trends to identify risks, opportunities, and recommendations that support business objectives.
- Facilitate clear and consistent communication between leadership and employees.
- Ensure compliance with employment policies, safety standards, and regulatory requirements in partnership with Environmental, Safety, and Health (ESH) teams.
- Build strong internal and external partnerships to advance organizational goals and drive collaboration.

Your profile



Job ID

REF99559E

Field of work

Human Resources

Location

Sumter

Leadership level

Leading Self

Job flexibility

Onsite Job

Working time

Full Time

Salary classification

65,000 USD - 90,000 USD yearly gross

Legal Entity

Continental Tire the Americas, LLC

Basic Qualifications

- Bachelor's degree in Human Resources, Business Administration, or a related field.
- 3 to 5+ years of HR experience demonstrating progressive growth in responsibility, scope, and business partnership, preferably within a manufacturing environment.
- Strong knowledge of employee relations, performance management, and employment practices in a manufacturing environment.
- Experience using HR data and analytics to support business decisions.
- Excellent communication, coaching, influencing, and relationship-building skills.

Preferred Qualifications

- HR Certification
- 3 to 5+ years of HR experience / HR support within a manufacturing or industrial environment.

Our offer

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 and eye protection where required.
- The job is within a non-climate-controlled environment where you will be exposed to temperature swings (hot/cold), forklift and pedestrian traffic, and noise
- The role involves various physical tasks, including lifting and operating machinery, with comprehensive training provided
- Must be able to stand for long periods, frequently stoop, twist, bend, walk long distances, climb stairs/ladders, and lift 50 or more pounds occasionally.

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.

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About us

Continental is a leading tire manufacturer and industry specialist. Founded in 1871, the company generated sales of €39.7 billion in 2024 and currently employs around 95,000 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.