

HR Business Partner 人力资源业务伙伴（芜湖）

Descrição da função

The HR Business Partner is the central point of contact for all HR topics (which are not covered by Shared Services) within his/her area of responsibility for managers and employees. By providing expert HR advice, the HR Business Partner creates a trust building partnership with his/her internal customers, develops solutions, plans and executes the implementation in order to ensure high quality HR work. The HR Business Partner is a strategic partner with his/her business clients (business team) and balances the role of being both a business and employee advocate. He or she ensures best fit and enables transformation.

1.Strategic Partner

- Enables both the short-term and long-term strategy of the local business clients in line with corporate policies related to human relations, organizational and employee development by defining and implementing the appropriate HR strategic initiatives required to meet the defined business strategy (e.g. Strategic Workforce Planning, HR Transformation)
- Guides employees and supervisors in HR related matters (supports in decision making and acts as consultant). Leads them to the right point of contact and promotes the full portfolio of HR related services (e.g. payroll, data administration, recruiting)
- Consults with Centers of Expertise (CoE) regarding the full portfolio of HR related processes (e.g. Compensation & Benefits) and address business needs in direction of CoE
- Ensures consistent application and compliance of defined HR Policies, Programs and Procedures
- Actively identifies gaps, proposes and implements changes necessary to cover risks
- Maintains the collaboration with all the stakeholders in line with the Balance of Cooperation (e.g. BA HR)

2. Employer Branding, Recruiting& Staffing

- Implements and supports Employer Branding road map and acts as an ambassador
- Works closely with Recruiting department, SSC Recruiting or external services for sourcing and selecting the best fit candidates
- Supports Impetrates (e.g. on performance management and local requirements) and Expatriates (e.g. on salary topics and repatriation) based on International Mobility Policies

3. Talent & Performance Management

- Acts as a talent scout in the organization and provokes positive changes in the talent management
- Drives readiness of talent through proper succession planning in line



Identificação da vaga
REF11281S

Área funcional
Human Resources

Local
Wuhu

Nível de liderança
Leading Self

Pessoa jurídica
AUMOVIO Automotive Wuhu Co., Ltd.

with the business needs

- Supports and guides managers as well as individual employees in talent and performance management processes in accordance with country specific legal regulations, CoE guidance, and company guidelines
- Ensures execution of talent management measures
- Derives trends in development needs, alerts organization to critical areas for succession planning, etc.
- Supports local programs (e.g. Onboarding, talent development)
- Guides execution of TMOD Initiatives and measures (e.g. Project management) in area of responsibility

4. Learning & Training

- Drives nominations for Leadership & Talent Development Programs for target groups in the area of responsibility
- Drives competency management by identifying gaps and proposing (training) measures
- Takes over the Learning Business Partner role (depending on size of location)
- Steers and/or executes Vocational Training Management (depending on size of location)

5. Compensation & Benefits

- Executes Job Evaluation based on local, country or/and cooperation policies
- Consults on Compensation Policies and Programs, Benefits & Pensions to assist business needs.
- Steers and facilitates annual Salary Review

6. HR continuous improvement of processes and IT systems

- Collects and provides change requests towards Process Consultants to ensure effective HR IT systems

7. Labor & Employee Relations

- Acts as a single point of the contact for all topics (which are not covered by Shared Services) for the employees and managers in area of responsibility
- Maintains individual Union & Employee Representative Relationships depending on country approach
- Ensures compliance to all relevant regulations
- Guides employees and superiors in employee relations conflict management
- Responds to employee relation issues such as employee concerns, harassment and discrimination complaints. Conducts internal investigations as necessary.
- Acts as company representative towards external parties (courts, fairs, local networks, authorities..), if assigned

8. Health

- Promotes health management regulations and programs and consults management and employees
- Acts as an ambassador for at work health and well being initiatives
- Drives measures if applicable

9. HR Administration & Services

- Ensures effective HR processes by collaborating with HR Operations regarding the full portfolio of HR related services (e.g. payroll, HR data..)
- Ensures employee data accuracy
- Ensures data availability and quality of the audit/compliance related records (i.e. record of compensation decisions, training certificates, exit interviews)
- Monitors time management, ensures legal compliance and trigger actions if needed due to labor requirements
- Takes over administrative tasks if it comes to customization and deviations from the standard

10. Reporting

- Continuously evaluates performance according defined Key Performance Indicators (KPIs) and Operating Figures
- Summarizes and completes reporting within the local Organization and publishes reporting results

Requisitos

1. Academic degree or comparable experience
2. Several years of HR experience for BU HR BP (Plant/Location HR experience)
3. Recommended: Cross-functional Experience - Has gained insight into different departments / functions / BUs (through projects or assignments). Has (ideally) 3 years experience in the relevant function.
4. Recommended: Project management experience
5. Leadership experience preferred
6. International experience preferred

O que oferecemos

Ready to take your career to the next level? The future of mobility isn't just anyone's job. Make it yours! **Join AUMOVIO. Own What's Next.**

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Quem somos

Since its spin-off in September 2025 AUMOVIO continues the business of the former Continental group sector Automotive as an independent company. The technology and electronics company offers a wide-ranging portfolio that makes mobility safe, exciting, connected, and autonomous. This includes sensor solutions, displays, braking and comfort systems as well as comprehensive expertise in software, architecture platforms, and assistance systems for software-defined vehicles. In the fiscal year 2024 the business areas, which now belong to AUMOVIO, generated sales of 19.6 billion Euro. The company is headquartered in Frankfurt, Germany and has about 87.000 employees in more than 100 locations worldwide.