

HR Business Partner (m/f/d)

담당 업무

Position is based in Timisoara and requires on-site presence.

Check out your future responsibilities below:

HR Responsible role

- Act as HR partner for all functions allocated in the area of responsibility (employees and managers)

Strategic Partner

- Facilitate both short- and long-term HR strategies for internal clients within the assigned area, aligned with corporate policies on people, organizational development, and talent management.
- Provide guidance to employees and managers on HR-related matters; act as the key contact point and promote the full HR services portfolio.
- Collaborate with Centers of Expertise (CoE) to ensure effective delivery of HR services.
- Identify gaps, propose, and implement necessary changes to mitigate risks.
- Partner with the recruitment team to meet hiring objectives.
- Build and maintain strong relationships with managers to anticipate current and future staffing needs; develop and monitor recruitment plans aligned with headcount planning and business requirements.

HR Processes

- Responsible for implementation of HR processes within the area of responsibility.
- Ensure continuous improvement, communication, and cascading of new HR processes.
- Support the organization of TMC conferences

Employee Development

- Support the identification of specific employee development needs.
- Actively contribute to the design and implementation of employee development plans.

Organizational Structure

- Provide support on organizational structure topics (departmental structure, reorganizations, etc.) within the assigned area.

Compensation & Benefits

- Support company needs regarding compensation, benefits.
- Conduct job evaluations based on local policies and international standards.



직무-아이디
REF11934H

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- Develop salary progression plans where necessary.
- Participate in salary review processes with managers and propose adjustments in line with pay grids and compensation policy.

Retention Management

- Measure turnover rates.
- Conduct exit interviews for employees leaving the company.
- Implement retention and employee development measures.

HR KPIs

- Monitor HR KPIs (e.g., headcount, turnover, absenteeism, internal promotions) and design/implement improvement actions.

지원자 프로필

Essential Skills/Qualifications:

- University degree in Human Resources, Business Administration, or related field.
- Proven experience in HR generalist or HR business partner role.
- Strong knowledge of HR processes, labor law, and best practices.
- Excellent communication, influencing, and relationship management skills.
- Strong analytical and problem-solving abilities.
- Fluency in English (spoken and written).

Desirable Skills/Qualifications:

- Experience in the automotive or manufacturing industry.
- Knowledge of SAP SuccessFactors or similar HR systems.
- Project management skills.

채우 조건

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기업 소개

In September 2025, AUMOVIO emerged as a spin-off from Continental's former Automotive group sector and has since established itself as an independent technology company. The company offers a broad portfolio for safe, exciting, connected and autonomous mobility, including sensor solutions, displays, brake and comfort systems as well as extensive expertise in software, architecture platforms and advanced driver assistance systems for software-defined vehicles. In fiscal year 2025, AUMOVIO generated sales of € 18.5 billion. Headquartered in Frankfurt am Main, AUMOVIO has around 82,000 employees at more than 80 locations worldwide.