

Global HR Systems Operations Specialist SAP SuccessFactors Talent Management - TM

Your tasks

Do you enjoy exploring new digital tools and functionalities, being organized, and collaborating with people? Do you like sharing knowledge, ideas and learning together with colleagues?

Then this role as Global HR Systems Operations Specialist SAP SuccessFactors Talent Management, might be a good fit for you!

The responsibilities we will trust you with:

- Handle system-related tickets opened by our internal customers, ensuring timely and effective resolution;
- Maintain and update our internal knowledge base, ensuring work instructions are current and comprehensive;
- Offer guidance to internal stakeholders on system and process-related topics for Talent Management, becoming a go-to expert in the field;
- Thoroughly test system changes, whether internally requested or provided by the tool provider, to ensure smooth implementation;
- Create, run, and analyze reports from the system, providing valuable insights to stakeholders;
- Implement and manage authorization requests, ensuring proper access control and data security;
- Collaborate effectively with team members, sharing knowledge and ideas to foster a culture of continuous improvement;
- Proactively identify and implement enhancements to daily operations, processes, and systems;
- Participate in SAP SuccessFactors Talent Management module configuration and customization projects;
- Develop and deliver training materials and sessions for end-users on system functionalities and best practices;
- Monitor system performance and stability, reporting any issues or anomalies to the appropriate teams;
- Stay up-to-date with the latest SAP SuccessFactors updates and features, assessing their potential impact on our organization;
- Collaborate with other HR teams to ensure seamless integration of Talent Management processes across the organization;
- Assist in data migration, cleansing, and validation activities during system upgrades or implementations;
- Contribute to the development of HR technology strategies and roadmaps to support business objectives.



Job ID

REF23250

Field of work

Human Resources

Location

Timișoara

Leadership level

Leading Self

Job flexibility

Onsite Job

Legal Entity

Continental Automotive Romania SRL

Your profile

- A university degree that supported you develop your skills and

knowledge relevant for the skills and responsibilities needed for this job (we believe in driving your own career path, diverse backgrounds and experiences are a value-add);

- You know your way with Microsoft Office 365 suite;
- Interest in digital tools and functionalities;
- Ability to understand why and how things work the way they do (analytical/system thinking);
- Ability to adapt your communication to different audiences;
- English comes to you easily (~95 % of the job is in English);
- You enjoy learning new things and are committed to continuously self-develop;
- You are responsible and organized;
- You pay attention to details;
- Advanced Excel/ reporting knowledge;
- Experience with SAP SuccessFactors, particularly the Talent Management module, is highly desirable;
- Understanding of HR processes and best practices in Talent Management;
- Strong problem-solving skills and ability to troubleshoot system issues;
- Experience in project management or system implementation is a plus;
- Customer service orientation with excellent interpersonal skills;
- Ability to analyze data and generate insightful reports for stakeholders;
- Familiarity with HR compliance and data protection regulations.

Our offer

Pay for Performance:

- Achievement Bonuses and Rewards;
- Relocation Bonus for non-Timisoara Residents;
- Recommendation Bonuses for new team members;
- Flexibility Program including flexible hours, mobile work and sabbaticals.

Wellbeing:

- Health & Wellness (Private Health Insurance, Life Insurance, Sport activities etc.);
- Different discounts (glasses, medical, shopping);
- In-house restaurant & coffee corners.

Life-Long Learning:

- Technical, Soft Skills & Leadership trainings;
- Dedicated Programs and Conferences;
- Free Language Courses (English, German, French etc);
- Access to e-learning platforms;
- Career development opportunities (local and international);
- Internal development communities (Experts, Agile Community of Practice, Artificial Intelligence etc).

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.**

About us

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.