

HR Business Partner

Descrição da função

Head of HR Location assists and advises senior management on HR issues and creates a trust based partnership with internal customers developing, planning and executing innovative people strategies.

Contributes as a member of the management team, representing HR to business strategy and operational goal setting to reach location/business objectives and expectations.

Ensures effective delivery of HR Operation and Solutions to line management and senior management by partnering with HR colleagues (Centers of Expertise, Service Centers).

Localizes global perspectives and globalizes local perspectives in partnership with the others HR stakeholders (Country, BU, Divisions, Corporate).

How you will make an impact as a Strategic Partner for the business, the HR Location Manager:

- Steers and manages Strategic Workforce Planning, HR Planning & Controlling (KPI scorecard, HC structure) and derives appropriate measures (e.g., recruiting, retention, etc.)
- Participates in HR Reviews & Audits and implements required actions
- Steers, consults and communicates Organizational Changes
- Drives the implementation of Corporate HR Initiatives in the Location (i.e.. Culture development, Diversity)
- Ensures alignment and consistent application of HR processes, policies and resources in area of responsibility
- Ensures compliance to local employment regulations
- Follows up with labor market trends and develops and implements appropriate HR related measures accordingly.
- Oversees human resources training and development and ensures a strong talent base for the organization
- Represents the organization in the local community (i.e. employee representatives, spokesmen committee, HR related legal actions)
- Leads own HR organization which includes setting vision, defining strategy, managing budget, allocating resources, creating global networks, etc.



Identificação da vaga
REF4497R

Área funcional
Human Resources

Local
Morganton

Nível de liderança
Leading People

Modalidade de trabalho
Onsite Job

Pessoa jurídica
Continental Automotive Systems, Inc.

- Appropriately balances responsibility as both a business and employee advocate
- Drives positive employee engagement and morale
- Ensures the Safety and Health of all employees at the location
- Ensures the successful Employer Branding / HR communications and Recruiting activities for the location in corporation with the CoE/Shared Services it applicable

Requisitos

WHAT YOU BRING TO THE ROLE

- Bachelor's degree in Human Resources, Business Administration, or a related field (Master's degree or MBA preferred)
- 7+ years of progressive HR experience
- 3+ years of HR leadership experience
- Experience working in a manufacturing environment.
- Proficient understanding of US employment laws.
- Project Management experience
- Strong communication skills
- Ability to make decisions with a strong sense of urgency, while remaining calm and delivering clear and immediate communication to act decisively, efficiently, and strategically drive results
- Legal authorization to work in the U.S. is required. We will not sponsor individuals for employment visas now or in the future for this job posting.
- This position may offer relocation assistance.

ADDITIONAL WAYS TO STAND OUT

Qualified Candidates should demonstrate the following HR Competencies

- Strategic HR Leadership - Ability to align HR initiatives with business goals, through analysis of info gathering and analysis whiling weighing costs, benefits, risks.
- Talent Acquisition & Management - Experience in workforce planning, recruitment, and leadership development, preferred in a Greenfield or spin off environment.
- Employee Relations & Engagement - Strong understanding of labor laws, conflict resolution, and positive employee relation strategies.
- Compensation & Benefits - Knowledge of competitive compensation structures, benefits administration, and rewards programs.
- HR Compliance & Risk Management - Deep knowledge of employment laws (FMLA, ADA, FLSA, EEO, etc.).
- Executive Presence - Ability to engage in constructive discussions and provide feedback to influence and collaborate with senior leadership.
- Change Management - Experience driving organizational change and transformation.
- Data-Driven Decision Making - Experience gathering and interpreting

data to provide key workforce insights and drive action as necessary.

O que oferecemos

All your information will be kept confidential according to EEO guidelines.

EEO-Statement:

EEO / AA / Disabled / Protected Veteran Employer. AUMOVIO 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, AUMOVIO complies with government regulations, where they apply, including affirmative action responsibilities for qualified individuals with a disability and protected veterans. To be considered, you must apply for a specific position for which AUMOVIO 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, AUMOVIO provides reasonable accommodations to qualified individuals with a disability.

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.**

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.