

HR Generalist

Ihre Aufgaben

Works closely with management in the implementation of corporate policies related to human relations, organizational and employee development at the plant level. Consults with employees and managers to address root causes of human resources issues, attempting to resolve employee relations issues with a systematic approach. Participates in company-wide programs and initiatives (e.g., salary review, workforce planning, and organizational change). Assists senior management in the development of solutions through organizational development and cultural and process-oriented perspectives. Key skills and abilities include coaching, influencing, facilitation, presentation, communication, process development, analysis and problem solving.

TMOD

Supports employee development, retention, performance management, and succession planning for the campus.

Support Development Programs for all relevant target groups (e.g. trainee pool, functional development program, training initiatives, etc.)

Manages and supports the location in salaried performance dialogue process.

Facilitates transition workshop for new leaders as well as any other leadership development programs offered on site or virtually.

Employee Relations

Provide basic coaching to management and ensures timely, effective execution of all local operational HR related work (i.e. personnel selection and placement, transfer and separation, succession planning at operational levels, compensation decisions, local organizational design, employee relations coaching for management, discipline and performance management).

Ensures legal compliance for area of responsibility.

Guides employees and leaders in employee relations conflict resolution (i.e. absenteeism management, working schedules coordination, performance improvement action planning)

Responds to employee relation issues such as employee concerns, harassment, and discrimination complaints. Conducts internal investigations as necessary

Acts as company representative to outside organizations as assigned (courts, recruiting, fairs, local networks, unemployment hearings)



Job ID
REF4744R

Arbeitsbereich
Personalwesen

Standort
Morganton

Leadership Level
Leading Self

Rechtliche Einheit
AUMOVIO Systems, Inc.

Maintains and coordinates employee recognition programs

Change Agent

Assists with the introduction of new HR related services & processes at the location.

Accompanies and implements change projects in his/her area of responsibility together with management of respective organizational units and internal/external experts (if applicable)

Participates in business projects, representing HR

Supports and guides managers as well as individual employees in HRD and performance management processes in accordance with country specific legal regulations, and company guidelines and ensures execution of measures

Administrative

Ensures records compliance for area of responsibility (i.e. record retention of compensation decisions, performance management, etc.)

Is responsible for all administrative activities related to the generalist task in the area of responsibility

Ensures local legal compliance with HR activities within scope of responsibility

Monitors time management and various other HR modules in SAP

Continuously monitors quality of performed tasks and ensures high quality of performance

Ihr Profil

WHAT YOU BRING TO THE ROLE

- Bachelor Degree in related field OR Minimum 4 years of relevant work experience or more if no relevant Bachelors Degree
- Strong problem solving skills
- Knowledge of HR, Labor and Employment law, Compliance, EEOC, AAP, policy interpretation
- Advanced MS office/excel/powerpoint.
- Ability to plan and deliver oral and written communications that make an impact and persuade their intended audiences.
- Ability to establish a working relationship with outside agencies, organizations, entities.
- Demonstrated experience in consulting, moderating and influencing business partners.
- Experienced in conflict resolution.
- Fluent in English, both spoken and written
- Demonstrated success in leading projects and teams utilizing a structured methodology.
- 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 opening
- Aumovio is not able to pay relocation expenses for this opportunity

ADDITIONAL WAYS TO STAND OUT

- 2 years experience in a manufacturing environment.

- Training and Development experience
- Knowledge of LMS systems
- HRIS Systems knowledge
- Instructional Design exposure

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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.**

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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.