

HR Manager – Manufacturing Plant

Ihre Aufgaben

Role Purpose

Ensure the definition, adaptation, and execution of all Human Resources processes and activities to stabilize, transform, and elevate plant performance. This role supports Location, Country, and Business Area objectives by restoring operational discipline, strengthening labor relations, and building leadership capability, while fully adhering to company culture, business model, and HR policies.

This position is designed for a high-complexity manufacturing environment with significant people, labor, and performance challenges, requiring strong hands-on leadership, crisis management, and change execution.

Key Responsibilities

Strategic & Operational HR Leadership

- Lead HR strategy for the plant, translating business and operational challenges into clear action plans, initiatives, and measurable KPIs.
- Act as a hands-on HR leader in a "firefighting" environment, prioritizing urgent people issues while building sustainable HR processes.
- Serve as trusted advisor and counselor to Plant Leadership and local management on all people-related matters.

Organizational Transformation & Change

- Lead and support organizational development, transformation, and turnaround initiatives to drive stability, productivity, engagement, and performance.
- Design and execute workforce restructuring, talent stabilization, retention, and capability-building strategies as needed.
- Drive cultural transformation toward accountability, safety, performance, and engagement.

Talent, Leadership & Capability Development

- Lead and adapt key HR processes including recruiting, onboarding, training, talent management, succession planning, leadership development, and employee engagement.
- Coach and develop plant leadership and executive team members to strengthen leadership effectiveness in a high-pressure environment.
- Ensure critical roles are staffed with capable talent aligned with current and future business needs.

Labor Relations & Employee Relations

- Manage collective labor relations with Unions and Employee Representatives in compliance with legal requirements, company



Job ID
REF6782X

Arbeitsbereich
Personalwesen

Standort
Silao - Fipasi

Leadership Level
Leading Leaders

Ansprechpartner
Marcela Martin

Rechtliche Einheit
AUMOVIO MEXICO, S. DE R.L. DE C.V.

policies, and corporate guidelines.

- Lead negotiations, conflict resolution, disciplinary processes, and grievance management in complex labor environments.
- Proactively mitigate labor risks and ensure stable industrial relations.

HR Governance, Compliance & Policy

- Ensure full compliance with all labor laws, regulations, internal policies, and corporate HR standards.
- Implement corporate HR initiatives and ensure alignment with Country and Global HR frameworks.
- Apply corporate personnel policies, tools, and methodologies consistently to ensure a uniform HR approach across the plant.

HR Team Leadership

- Lead, develop, and motivate the local HR team, ensuring high performance, accountability, and capability to support a demanding plant environment.
- Build HR team competencies in labor relations, crisis management, leadership support, and operational HR excellence.

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Education

- University degree in Human Resources, Business Administration, Industrial Relations, or a related discipline.

Professional Experience

- Minimum 8 years of progressive experience in Human Resources.
- At least 5 years in a leadership or managerial HR role with direct and/or indirect people management responsibility.
- Minimum 5 years of experience within the automotive or manufacturing industry, with strong understanding of plant operations.

Critical Experience & Skills

- Proven experience successfully managing high-complexity environments such as turnarounds, transformations, startups, severe organizational conflicts, or crisis situations.
- Deep knowledge across all core HR areas: labor relations, compensation & benefits, staffing, organizational development, performance management, and employee relations.
- Demonstrated ability to drive organizational transformation toward high performance.
- Strong experience coaching, influencing, and developing senior and executive leaders.
- Advanced English proficiency.
- International and multicultural work experience.

Key Competencies

- Strong resilience, persistence, and execution mindset.
- High emotional intelligence and conflict management capability.
- Strategic thinking combined with operational hands-on approach.

- Ability to work under pressure and manage competing priorities.
- Strong stakeholder management and negotiation skills.

Unser Angebot

At AUMOVIO we are committed to building an inclusive and discrimination-free ecosystem in Mexico, these principles are rooted in our corporate philosophy and culture. Therefore, it is totally forbidden to request a pregnancy or HIV test as part of our selection processes.

#LI-MM1

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.**

Über uns

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.