

Senior Recruiter / Talent Acquisition Business Partner (TABP) – Americas HUB

Vos activités

Job Summary

The **Senior Recruiter / Talent Acquisition Business Partner (TABP)** is responsible for leading **end-to-end recruitment** for **white-collar positions** within **Manufacturing, Automotive, Engineering, and R&D environments**, primarily supporting the **United States**, while being based in **Guadalajara, Mexico**, with potential involvement across the **HUB Americas**.

This role acts as a strategic partner to the business, working closely with **Hiring Managers, HR Business Partners, and the global Talent Acquisition & Onboarding team** to deliver a high-quality, compliant, and inclusive hiring experience for technical and professional roles.

The position may also participate in **global initiatives focused on standardization, process optimization, and best practice implementation** within the HUB Americas.

Key Responsibilities

- Lead full-cycle recruitment (end to end) for **Manufacturing, Engineering, and R&D white-collar roles**, including intake meetings, strategy definition, sourcing, screening, interviewing, offer management, and hiring closure.
- Act as a **Talent Advisor** for US-based hiring managers, understanding technical requirements, organizational needs, and workforce planning within industrial and engineering environments.
- Execute proactive sourcing strategies using **Smart Recruiters**, LinkedIn, technical talent networks, and internal databases.
- Conduct competency-based and technical interviews to assess candidates' functional expertise, behavioral competencies, and cultural fit.
- Coordinate and manage interview processes across multiple stakeholders, ensuring efficiency and a strong candidate experience.
- Successfully manage a **high-volume and high-demand requisition load**, prioritizing multiple vacancies simultaneously.
- Build and maintain **talent pipelines** for critical and hard-to-fill technical and engineering roles.
- Track, analyze, and report recruitment metrics such as time-to-fill, quality of hire, and pipeline health.
- Ensure compliance with internal policies, **Diversity, Equity & Inclusion standards**, and applicable **US labor and immigration regulations**.
- Collaborate with the **HUB Americas** and global TA teams on process standardization, continuous improvement, and strategic Talent Acquisition projects.
- Demonstrate strong **intercultural effectiveness**, partnering successfully with global, regional, and cross-cultural teams.



Référence
REF8798Q

Domaine fonctionnel
Human Resources

Site
Guadalajara - Santa Anita

Niveau de leadership
Leading Self

Nom du contact
Felisa Espinosa

Unité légale
AUMOVIO GUADALAJARA MEXICO, S. DE R.L. DE C.V.

Votre profil

Required Qualifications

- Bachelor's degree in Human Resources, Business Administration, Psychology, Engineering, or a related field.
- **Fluent / advanced English (mandatory)**; ability to conduct recruitment activities fully in English.
- Proven experience **recruiting for the US market**, including solid knowledge of **US labor legislation, compliance standards, and visa/immigration processes** (in coordination with legal or mobility teams).
- Demonstrated experience recruiting **Manufacturing, Engineering and technical professional profiles**.
- Strong background as a **Senior Recruiter or Talent Acquisition Partner** managing full-cycle recruitment.
- Experience handling **high-volume, high-demand requisition environments** simultaneously.
- Strong competency-based and technical interviewing skills.
- Hands-on experience with **Applicant Tracking Systems (ATS)**, preferably Smart Recruiters.
- Excellent communication, stakeholder management, planning, and prioritization skills.
- Strong **intercultural competence** and ability to collaborate effectively with diverse, global teams.

Preferred Qualifications

- Experience recruiting for **R&D roles** (product development, innovation, advanced engineering, or similar).
- Prior experience working within a **regional or global HUB recruitment model**.
- Deep understanding of **US industrial, automotive, and engineering talent markets**.
- Experience participating in **Talent Acquisition transformation, standardization, or process improvement initiatives**.
- **Bilingual profile (English-Spanish)** required; **Portuguese is a nice-to-have**.
- Data-driven mindset with a focus on continuous improvement and candidate experience.

Notre offre

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-FE2

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A propos de nous

Desde su escisión en septiembre de 2025, AUMOVIO opera como una empresa independiente siguiendo con el negocio anterior del sector Automotriz del grupo Continental. Esta compañía de tecnología y electrónica ofrece un portafolio amplio que hace que la movilidad sea segura, emocionante, conectada y autónoma. Esto incluye soluciones de sensores, pantallas, sistemas de frenado y confort, así como una experiencia integral en software, plataformas de arquitectura y sistemas de asistencia para vehículos definidos por software.

En el año fiscal 2024, las áreas de negocio que ahora pertenecen a AUMOVIO generaron ventas por 19.6 mil millones de euros. La empresa tiene su sede en Fráncfort, Alemania, y cuenta con aproximadamente 87,000 empleado(a)s en más de 100 ubicaciones en todo el mundo.