

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

Responsabilități

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.



ID poziție
REF8798Q

Domeniul de activitate
Resurse Umane

Locatie
Guadalajara - Santa Anita

Nivelul de Leadership
Leading Self

Persoana de contact
Felisa Espinosa

Persoană juridică
AUMOVIO GUADALAJARA MEXICO, S. DE R.L. DE C.V.

Cerințe

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.

Oferta noastră

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

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.**

Despre noi

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.