

Human Resources Experienced

HR Manager

Full Time - Integrated Assemblies - Motherson Sequencing and Assembly Services (MSAS) - Newark, CA, USA

At Motherson, we’re committed to creating long-term jobs and advancing global careers. Featured on TIME’s World’s Best Companies list, we are a diversified global design, engineering, manufacturing, assembly and logistics specialist, delivering full-system solutions to customers across industries. With a focus on innovation, quality and sustainability, we strive to be a trusted industrialisation partner and an employer that nurtures a diverse, inclusive workplace.

Our Integrated Assemblies division leads in automotive innovation, specialising in premium module assembly and cockpit module integration. We collaborate with customers to deliver cutting-edge solutions supporting electrification. Join us to work with advanced technology and shape the future of automotive innovation.

What you'll do

- Lead recruitment, onboarding, workforce planning, and succession planning.
- Oversee training, organizational development, and employee engagement.
- Monitor HR metrics including turnover, absenteeism, labor costs, overtime, and headcount.
- Ensure compliance with federal, state, and California employment laws.
- Manage employee relations, workplace investigations, and legal compliance.
- Oversee payroll, attendance, vacations, and HR reporting. Ensure timely and accurate completion of all HR reporting, audits, and corporate submissions in accordance with Motherson reporting standards, corporate guidelines, and applicable regulatory requirements.
- Support plant safety initiatives and regulatory compliance.
- Oversee I-9, immigration, and contingent workforce compliance.
- Partner with leadership to achieve staffing and operational goals.

What we are looking for

- Minimum of 5 years experience in a similar position.
- Bachelor’s degree in HR, Psychology, or related field.
- Strong knowledge of California labor laws (FMLA, CFRA, PDL, ADA, FEHA).
- Knowledge of HR processes, best practices, and compliance.
- Experience in project and team management.
- Excellent leadership, communication, and employee development skills.

What we offer

- HR Manager - Grade 13 (level 1) salary range: \$150,000 - \$175,000
- A pleasant working atmosphere, with good career opportunities.
- Build knowledge with varied and exciting assignments.
- We show our commitment to our people via the following values:
 - Interest for each other: We act with empathy and care about each other and our counterparts.
 - Togetherness: We work together collaboratively and selflessly.
 - Trust: We say what we mean, keep our promises, and treat others with respect.
 - Respect: We respect and value people of all backgrounds.
 - Enthusiasm: We are curious, ambitious, passionate, humble, and life-long learners.