

HR Manager

Job Description

As the HR Manager for the Tetovo Manufacturing Plant, you will lead the local HR function and partner with plant leadership to ensure workforce availability, legal compliance, employee engagement, and organizational capability. Reporting to Country HR Manager for Macedonia and Serbia, you will play a key role in achieving business objectives while promoting company values, culture, and a positive employee experience.

Responsibilities

- Lead plant HR operations and workforce planning activities to support plant business objectives.
- Manage recruitment, onboarding, and succession planning to ensure timely staffing of direct, indirect, and salaried positions.
- Manage HR reporting, payroll inputs, HR data accuracy, labor cost planning, employee communications, and organizational change initiatives.
- Ensure compliance with Macedonian labor legislation, company policies, internal controls, and audit requirements.
- Build and maintain talent pipelines through partnerships with schools, universities, employment agencies, and other external stakeholders.
- Oversee employee relations matters and provide HR guidance to leaders and employees.
- Drive employee engagement, retention, well-being, recognition, and culture initiatives across the plant.
- Lead performance management, training programs, and leadership development activities.

Requirements

- Bachelor's degree in Human Resources, Business Administration, Law, or equivalent experience.
- 5+ years of experience in a Human Resources leadership role within a manufacturing or industrial environment.
- Strong knowledge of Macedonian labor law, employee relations, HR compliance, and audit requirements.
- Fluency in English and Macedonian.
- Experience in the automotive industry is preferred.

We offer

- A dynamic and friendly work environment where your contributions are valued
- An inclusive and diverse workplace culture where every employee is respected, supported, and given equal opportunities to grow and succeed
- Competitive salary and managerial package (company car, yearly bonus)
- Career development and growth opportunities

Please send your application to the following link [HR Manager Job Details | Lear Corporation](#)

Submit your application in English no later than 30th of September.



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EMPLOYER

Macedonia
2026

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