

Careers

HR Business Partner - Gigafactory

Department	Manufacturing
Location	Sparks, Nevada
Req. ID	35074
Job Type	Fulltime

Tesla's Mission is to accelerate the world's transition to sustainable energy.

APPLY



Description

The Role

Our HR team . . . well . . . they are changing the world every day. This is sort of a requirement to work here – if you are passionate about making things better for our organization, employees and humanity, you will love it here. If you exude passion, creativity, commitment, and fun, you will make an impact here. Cool places and disrupting the status quo are not for everyone!

We work hard and play hard and operate as one team. **Check your ego at the door.** We don't allow them on the property. We care about people, growth, excellence and results. We tend to lose sleep over them as this is not easy. Bottom line, we are in search of real people that believe in and deliver the impossible every day.

We are looking for a superstar HR Business Partner to build and scale our Gigafactory, and partner closely with our Production and Engineering Leaders. Join the team and help make history.

Check out our Gigafactory Grand Opening here: <https://www.youtube.com/watch?v=U-Szj2qIYX8>

Responsibilities

- Make the impossible possible
- Be a credible activist for your clients, your team and our mission
- Don't be a jerk – we have a “no a**hole rule”
- Speak “business”, not “HR”. We don't much like “HR” lingo and some of it is just silly . . . PIP this!
- Be a leader throughout Tesla – speak up, exert influence to create positive change and manage your boss, when needed. We are all human, except those who are robots
- Be a trusted business partner and coach to our leaders. Have some cereal with them on Wednesday afternoons every now and then
- Understand our business and how what you do helps it accelerate at rocket speeds. Please remember to wear a seatbelt when you do this
- When you think you are done, make it better
- Run from anyone that believes that traditional HR is a good thing

- Love to be challenged . . . no, REALLY CHALLENGED!
- Recognize others and they will recognize you. Most of us like chocolate
- Know, learn and keep up-to-date on HR information

Requirements

- BA/BS degree (that is a “Bachelor of Science”) or equivalent practical experience
- 3-5 years of HR or relevant experience
- HR experience in a manufacturing environment would help, but not required
- 2+ years of leadership experience, preferably mentoring a team or managing direct reports
- Experience handling complex investigations and employee relations issues
- Well-versed in managing cross-functional relationships
- Proven track record of positively influencing teams and their leaders
- Ability to connect and engage with all teams at all levels and treat everyone as equal
- Communicate so everyone can understand what the heck you are trying to say
- Be able to design, build and run a profitable lemonade stand from the ground up
- A sense of urgency - if you have it, then you are probably applying to this position right now!
- Have a killer personality, not the personality of a killer
- Last but not least, a burning desire to work for the coolest company on the planet and change the world

APPLY



About Tesla

Tesla is accelerating the world's transition to sustainable transportation and electricity consumption by designing and manufacturing electric vehicles and energy storage systems. Based in California, Tesla employs more than 13,000 people across four continents, and manufactures cars at our factory in Fremont, California. We are currently constructing the Gigafactory—the world's largest lithium ion battery factory—in Sparks, Nevada, and have begun production of Energy battery storage products.

Tesla currently produces two premium EVs—Model S and Model X—engineered from the ground up to be the world's best car and SUV, respectively. Model S received Motor Trend's prestigious 2013 Car of the Year, and achieved the best safety score of any car ever tested by the NHTSA. The recently released Model X includes the first ever falcon wing doors, as well as Tesla's award-winning electric all-wheel drive powertrain. Both vehicles come with free road trip access to more than 400 Tesla Supercharger stations—the world's fastest EV charging technology. Model 3, our third generation EV, is currently under development.

Tesla produces the Powerwall, a residential battery pack, as well as commercial and utility-grade Powerpack storage systems designed to help reduce electricity costs, smooth consumption and create a more resilient electricity grid.

Tesla is committed to hiring and developing top talent from across the world for any given discipline. Our world-class teams operate with a non-conventional product development philosophy of high inter-disciplinary collaboration, flat organizational structure, and technical contribution at all levels. You will be expected to challenge and to be challenged, to create, and to innovate. These jobs are not for everyone; you must have a genuine passion for producing the best vehicles in the world. Without passion, you will find what we're trying to do too difficult.

Tesla is an equal opportunity employer. All aspects of employment including the decision to hire, promote, discipline, or discharge, will be based on merit, competence, performance, and business needs. We do not discriminate on the basis of race, color, religion, marital status, age, national origin, ancestry, physical or mental disability, medical condition, pregnancy, genetic information, gender, sexual orientation, gender identity or expression, veteran status, or any other status protected under federal, state, or local law.

