Sustainability Governance Mgr.

Your tasks

The Sustainability Requirements & Governance Mgr. translates complex and evolving sustainability regulations into clear, actionable business requirements, governance frameworks, processes and controls across Continental. As the key interface between Sustainability, Legal, Standards & Regulations and operational business functions, this role ensures regulatory requirements are consistently interpreted, effectively implemented and embedded in day-to-day operations. The position drives regulatory interpretation and impact assessments, develops governance rules and processes, oversees implementation and pilots new sustainability-related approaches in close collaboration with subject matter experts and business stakeholders.

Key Responsibilities:

Regulatory Requirements & Impact Assessment

- Collect and interpret sustainability regulations, customer requirements and strategic objectives;
- Translate requirements into operational business requirements in collaboration with Legal, Standards & Regulations, relevant business functions and subject matter experts;
- Assess impacts on products, supply chains, business processes, data requirements and operating models;
- Prepare regulatory assessments, implementation guidelines and management briefings.

Governance & Compliance Frameworks

- Develop sustainability governance frameworks, controls, roles, responsibilities and decision-making structures in alignment with relevant functions;
- Create regulatory implementation roadmaps in cooperation with Standards & Regulations and relevant experts;
- Ensure sustainability requirements are aligned and compliant with corporate governance standards and other relevant requirements from Compliance or Technical Compliance.

Process Piloting & Implementation

- Coordinate the translation of regulatory requirements into end-to-end business processes;
- Collaborate with Procurement, R&D, Product Management, Manufacturing, Sales, IT, Sustainability, and other functions to integrate requirements into day-to-day operations;
- Define business rules, process controls, documentation requirements, data collection processes, traceability mechanisms and reporting requirements;
- Ensure appropriate documentation and Continental's audit readiness for sustainability regulations;

Job ID
REF100211Z

Field of work
Health Safety and Security

Location
Lousado

Leadership level
Leading Self

Job flexibility
Hybrid Job

Working time
Full Time

Legal Entity
Continental Solution Center Portugal, Unipessoal, LDA.

- Monitor adherence to and implementation of relevant sustainability frameworks;
- Lead pilot projects to validate the effectiveness of newly developed business processes;
- Support the global rollout and continuous improvement of implemented solutions.

Risk Management & Stakeholder Enablement

- Identify implementation gaps, compliance risks and improvement opportunities; Support risk assessment and mitigation plans;
- Act as a central interface between Sustainability, Legal, Standards & Regulations, Operations, Purchasing, Digital functions and business stakeholders;
- Facilitate workshops, develop guidance and training materials, and support organizational change.

Your profile

- Academic degree in Sustainability, Business, Law, Engineering, Supply Chain Management, or other comparable qualification;
- Multiple years of work experience in sustainability, compliance, governance, consulting, quality/environmental management, or related fields;
- Proven work experience working in international, cross-functional organizations and managing transformation or compliance projects;
- Experience interpreting and implementing sustainability regulations in corporate, consulting, legal, or regulatory environments;
- Expertise in process design, governance, compliance controls and risk management;
- Strong understanding of sustainability regulations and governance frameworks, ideally including LkSG, CSRD, EUDR and PPWR;
- Ability to drive alignment and implementation across multiple business functions without direct authority;
- Strong analytical, stakeholder management, communication and facilitation skills;
- Proficient English language skills;
- Willingness to international travelling.

Our offer

Our offer:

- Integration in a challenging and international work environment;
- Flexible working model;
- Global and collaborative working style;
- Continuous opportunities for the promotion of talent and training.

We are committed to fostering a workplace where everyone feels safe, respected, and valued. All kind of applications are welcome.

Ready to drive with Continental? Take the first step and fill in the online application.

About us

Continental is a leading tire manufacturer and industry specialist that develops and produces sustainable, safe and convenient solutions for automotive manufacturers as well as industrial and end customers worldwide. Founded in 1871, the company generated sales of €19.7 billion in 2025 and currently employs around 78,000 people in 54 countries and markets.