Talent Management Organizational Development Manager - Onsite Sumter, SC Plant

Your tasks

Are you ready to lead the charge in building a high-performance learning culture on the manufacturing floor? As the Training and Organizational Development Manager, you will drive the plant's training and capability strategy, ensuring alignment between workforce development, operational excellence, and business objectives. In this leadership role, you will shape and sustain a comprehensive approach to training—spanning technical skills, safety, quality, and leadership development—while serving as a strategic partner to plant leadership. You will lead the design, execution, and continuous improvement of training programs that elevate performance, strengthen leadership capability, and enable a skilled, adaptable workforce. Through strong partnerships, data-driven insights, and a focus on continuous improvement, you will play a critical role in advancing plant performance and long-term organizational success.

HOW YOU WILL MAKE AN IMPACT

- Lead and execute the plant's training and organizational development strategy, aligning workforce capabilities with operational and business goals
- Own and continuously improve the manufacturing floor training and certification framework to ensure workforce readiness and compliance
- Partner with production, maintenance, safety, and quality leaders to identify skill gaps and prioritize high-impact training initiatives
- Develop and implement leadership development programs that strengthen supervisor and manager effectiveness
- Build a culture of learning by promoting employee development, engagement, and accountability at all levels of the organization
- Oversee and develop a team of trainers, ensuring high-quality delivery of on-the-job and classroom training programs
- Drive training effectiveness through KPIs, using data and insights to improve performance, safety, and productivity outcomes
- Lead workforce development initiatives, including apprenticeships and external partnerships, to build sustainable talent pipelines
- Ensure training systems, documentation, and processes support audit readiness, compliance, and operational excellence
- Translate strategy into execution by setting clear goals, fostering ownership, building strong cross-functional partnerships, and driving continuous improvement

NOTE: May not be inclusive of all work required and may be updated as needed.

THE ENVIRONMENT

- Safety is our highest priority and safety procedures / guidelines must

Job ID
REF100369R

Field of work
Human Resources

Location
Sumter

Leadership level
Leading Leaders

Job flexibility
Onsite Job

Working time
Full Time

Salary classification
106,000 USD - 115,000 USD yearly gross

Legal Entity
Continental Tire the Americas, LLC

be always adhered to. This includes safety wear such as steel toes, hearing protection, etc.
- The job is within a climate-controlled environment.

Your profile

WHAT YOU BRING TO THE ROLE

Education & Experience

- Bachelor's degree in Human Resources, Business, Organizational Development, Industrial Engineering, or a related field required; Master's degree preferred, or an equivalent combination of education and experience
- Minimum of 5+ years of experience in training, learning & development, or organizational development, preferably within a manufacturing environment
- Experience managing manufacturing floor or technical training programs, including certification and skills development frameworks
- Proven experience leading teams or managing cross-functional training initiatives that drive measurable improvements in workforce capability and performance
- Experience with Excel managing data, reporting, LMS systems, creating PowerPoint presentations

Skills & Competencies

- Strong expertise in designing, implementing, and sustaining training and organizational development programs aligned with business objectives
- Ability to assess skill gaps, conduct training needs analysis, and prioritize development initiatives that impact operational performance
- Experience managing training systems, documentation, and compliance requirements, ensuring audit readiness
- Proven success driving process improvements in training delivery, onboarding, and workforce capability development
- Data-driven approach with the ability to measure training effectiveness using KPIs and translate insights into continuous improvement actions
- Strong organizational and project management skills, with the ability to manage multiple priorities in a fast-paced environment

Leadership & Mindset

- Proven ability to lead, coach, and develop teams of trainers or training specialists
- Strong influencing skills, with the ability to partner effectively with plant leadership and cross-functional stakeholders
- Strategic thinker who can translate workforce development strategy into actionable plans and results
- Passion for building a culture of learning, accountability, and continuous improvement
- Demonstrated ability to build strong partnerships across operations, safety, quality, and external stakeholders
- Commitment to driving engagement, ownership, and capability development at all levels of the organization

ADDITIONAL WAYS TO STAND OUT

- Experience with apprenticeship programs, workforce development initiatives, or partnerships with technical schools and community organizations
- Background in process improvement methodologies such as Lean, Six Sigma, or similar frameworks
- Experience supporting cultural transformation initiatives in manufacturing or operational environments
- Familiarity with learning management systems (LMS) and training technologies

Our offer

All your information will be kept confidential according to EEO guidelines.

EEO-Statement:

EEO / Disabled / Protected Veteran Employer. Continental offers equal employment opportunities to all qualified individuals, without regard to unlawful consideration to race, color, sex, sexual orientation, gender identity, age, religion, national origin, disability, veteran status, or any other status protected by applicable law. In addition, as a federal contractor, Continental complies with government regulations, including affirmative action responsibilities for qualified individuals with a disability and protected veterans, where they apply. To be considered, you must apply for a specific position for which Continental has a current posted job opening. Qualifying applications will be considered only for the specific opening(s) to which you apply. If you would like to be considered for additional or future job openings, we encourage you to reapply for other opportunities as they become available. Further, Continental provides reasonable accommodations to qualified individuals with a disability. If you need assistance in the application process, please reply to Careers@conti-na.com or contact US Recruiting at 800-821-2727. This telephone line and email address are reserved solely for job seekers with disabilities requesting accessibility assistance or an accommodation in the job application process. Please do not call about the status of your job application, if you do not require accessibility assistance or an accommodation. Messages left for other purposes, such as following up on an application or non-disability related technical issues, will not receive a call back.

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About us

Continental is a leading tire manufacturer and industry specialist. Founded in 1871, the company generated sales of €39.7 billion in 2024 and currently employs around 95,000 people in 54 countries and markets.

With its premium portfolio in the car, truck, bus, two-wheel and

specialty tire segment, the Tires group sector stands for innovative solutions in tire technology. Intelligent products and services related to tires and the promotion of sustainability complete the product portfolio. For specialist dealers and fleet management, Tires offers digital tire monitoring and tire management systems, in addition to other services, with the aim of keeping fleets mobile and increasing their efficiency. With its tires, Continental makes a significant contribution to safe, efficient, and environmentally friendly mobility.