Head of Commercial Specialty Tire Original Equipment (CST OE) - North America

Your tasks

HOW YOU WILL MAKE AN IMPACT

SG 12

The Opportunity

We are seeking a commercially driven leader to grow our Commercial Specialty Tires (CST) Original Equipment business in North America.

This role will own the development of new business with Global & Regional OEMs, strengthen and grow our existing customer portfolio, and build strategic partnerships that create sustainable, profitable growth.

The successful candidate will combine business development, strategic account management, and cross-functional leadership.

This is a critical role in shaping the future growth and success of CST in the Americas.

What You'll Do

Drive Growth

- Identify, develop, and win new business with Global and North American OEMs.
- Grow the existing OE portfolio through new customers, platforms, applications, and products.
- Develop and execute strategic account plans to deliver sales, profitability, market share, and growth targets.
- Build a strong pipeline of future opportunities and convert them into sustainable business.
- Lead commercial negotiations, pricing, quotations, contracts, and long-term agreements.

Lead Strategic Customer Relationships

- Build strong relationships with key decision makers across existing and prospective OEM customers.
- Position CST as a strategic business and technology partner, not simply a tire supplier.
- Represent CST North America in strategic customer discussions with Head of CST – Americas.

Lead Across the Organization

- Mobilize cross-functional teams to win and successfully execute new business.

Job ID
REF100557F

Field of work
Marketing and Sales

Location
Fort Mill

Leadership level
Leading People

Job flexibility
Hybrid Job

Working time
Full Time

Legal Entity
Continental Tire the Americas, LLC

- Partner with Product Management and R&D/PM to translate customer requirements into competitive solutions.
- Work with Supply Chain and Operations to ensure reliable and competitive delivery.
- Partner with Finance to develop strong business cases and ensure long-term profitability.
- Connect OE and Replacement strategies to maximize lifecycle value and replacement potential.

Own Business Performance

- Lead OE sales, forecasting, budget, pricing, and profitability management for North America.
- Manage commercial opportunities, risks, customer commitments, and overall account performance.
- Lead and develop the North American CST OE team and create clear accountability for results.

Your profile

WHAT YOU BRING TO THE ROLE

- Bachelor's degree in Business, Engineering, Supply Chain, Marketing, or a related field.
- 7+ years of relevant experience in OEM sales, business development, key account management, specialty tires, automotive, off-highway, or industrial markets
- Proven success in winning new OEM business and growing strategic accounts.
- Strong experience in commercial negotiations, pricing, contracts, strategic account planning, and forecasting.
- Strong financial acumen with an understanding of P&L, margins, pricing, and business-case development.
- Ability to lead and influence cross-functional teams in a complex, global organization.
- Strong communication, negotiation, presentation, and relationship-building skills.
- Willingness to travel throughout the United States and Canada as required, up to 50%
- Continental is able to provide relocation assistance for this opportunity
- Legal Authorization to work in the US is required. We will not sponsor individuals for employment visas now or in the future for this job opening

ADDITIONAL WAYS TO STAND OUT

- Experience in OTR, Specialty Tires, earthmoving, material handling, ports, construction, or related industries.
- Experience developing business with OEMs
- Track record of taking opportunities from initial customer engagement through technical development, commercial negotiation, nomination, industrialization.
- Strong entrepreneurial mindset with the ability to balance new-business development with disciplined management of an established portfolio.

Our offer

THE PERKS

- Immediate Benefits
- Robust Total Rewards Package
- Paid Time Off
- Volunteer Time Off
- Tuition Assistance
- Employee Discounts, including tire discounts
- Sales Incentive Bonus Program
- Employees 401k Match
- Diverse & Inclusive Work Environment with 20+ Employee Resource groups.
- Remote Work
- Employee Assistance Program
- Future Growth Opportunities, including personal and professional
- And many more benefits that come with working for a global industry leader!

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.

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

About us

THE COMPANY

Continental is a leading tire manufacturer and industry specialist. 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.

Tire solutions from the **Tires group sector** make mobility safer, smarter, and more sustainable. Its premium portfolio encompasses car, truck, bus, two-wheel, and specialty tires as well as smart solutions and services for fleets and tire retailers. Continental has been delivering top performance for more than 150 years and is one of the world's largest tire manufacturers. In fiscal 2025, the Tires group sector generated sales of 13.8 billion euros. Continental's tire division employs more than 56,000 people worldwide and has 19 production and 16 development sites.