

# Talent Acquisition Specialist

## Your tasks

### YOUR TASKS

The Talent Acquisition Specialist plays a critical role in ensuring Continental Tire attracts and hires top talent to support business objectives. By managing the end-to-end recruitment process and fostering a strong talent pipeline, the position contributes to the company's mission of making mobility safe, smart, sustainable, and accessible.

### HOW YOU WILL MAKE AN IMPACT

- Partner with hiring managers to identify staffing needs and create effective job postings.
- Source, screen, and interview candidates for roles ranging from entry-level to senior professionals.
- Manage the Applicant Tracking System (ATS) to ensure accurate candidate tracking and a seamless hiring process.
- Coordinate and schedule interviews, administer assessments, and provide timely feedback to applicants.
- Lead college recruitment initiatives to develop a strong talent pipeline.
- Ensure compliance with federal, state, and local employment laws throughout the hiring process.
- Collaborate with HR and hiring managers to develop tailored recruiting strategies.
- Analyze market trends and talent availability to inform hiring decisions.
- Maintain a positive candidate experience through clear communication and professional interactions.
- Other Duties as Assigned.

***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 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

- Bachelor's Degree in Human Resources Management, Business Administration, or a related field.
- 2+ years of experience managing end-to-end recruitment and



Job ID  
**REF62697E**

Field of work  
**Human Resources**

Location  
**Sumter**

Leadership level  
**Leading Self**

Job flexibility  
**Onsite Job**

Legal Entity  
**Continental Tire the Americas, LLC**

selection process.

- Legal authorization to work in the U.S. is required. We will not sponsor individuals for employment visas, now or in the future, for this job opening

## **ADDITIONAL WAYS TO STAND OUT**

- 3+ years of experience in recruitment and selection in a manufacturing environment.

## **Our offer**

### **THE PERKS**

- Immediate Benefits
- Paid Time Off
- Tuition Assistance
- Employee Discounts, including tire discounts
- Competitive Bonus Programs
- Employee 401k Match
- Diverse & Inclusive Work Environment
- 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 / AA / 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, 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](mailto:Careers@conti-na.com) or contact US Recruiting at 248.393.5566. 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

Continental develops pioneering technologies and services for sustainable and connected mobility of people and their goods. Founded in 1871, the technology company offers safe, efficient, intelligent, and affordable solutions for vehicles, machines, traffic, and transportation. In 2023, Continental generated sales of €41.4 billion and currently employs around 200,000 people in 56 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 delivers top performance for more than 150 years and is one of the world's largest tire manufacturers. In fiscal 2023, the Tires group sector generated sales of 14 billion euros. Continental's tire sector employs more than 56,000 people worldwide and has 20 production and 16 development sites. Are you ready to shape the future with us?