

# Production Associate (Day and/or Night Shift)

## Your tasks

### THE POSITION

#### Core Responsibilities

- **Operate Equipment:**
  - Operating machinery and equipment in a manufacturing environment to produce high-quality products
  - Safely operate machinery and equipment according to standard operating procedures (SOPs).
  - Perform routine checks and maintenance on machines to ensure optimal performance.
  - Use hand tools, tape measures, and other gauging devices and/or scanners to monitor current and ongoing product quality
- **Follow Standards and Procedures:**
  - Adhere strictly to all company policies, safety guidelines, environmental policies, and production standards.
  - Maintain a clean and organized work area, following 5S principles.
  - Follow standard practices and perform all work necessary to promptly and accurately obtain quality and quantity production.
- **Quality Focus:**
  - Inspect products during and after production to ensure they meet quality specifications.
  - Report any defects, inconsistencies, or potential issues to the supervisor immediately.
  - Participate in quality improvement initiatives and suggest ideas for process enhancements.
  - Complete quality checks on product including corrective actions using metric measurements and formulas.
- **Coachability:**
  - Be open to feedback and willing to learn new skills and procedures.
  - Engage actively in training sessions and apply new knowledge to daily tasks.
  - Show flexibility and adaptability in response to changing production needs or methods.
- **Positive Attitude:**
  - Display a positive, can-do attitude in all interactions with colleagues and supervisors.
  - Support team goals by cooperating and communicating effectively with team members.
  - Approach challenges with a problem-solving mindset and a willingness to contribute to solutions.
- **Ownership and Accountability:**
  - Take full responsibility for the quality and timeliness of your work.
  - Track and report production metrics accurately and consistently.
  - Proactively identify and address any issues that could impact production performance or quality.
  - React quickly to equipment downtime or other extraordinary condition, and must notify supervision whenever such conditions



Job ID  
**REF66332Y**

Field of work  
**Manufacturing Operations and Production**

Location  
**Sumter**

Leadership level  
**Leading Self**

Job flexibility  
**Onsite Job**

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

occur.

- Responsible to meet/exceed individual and plant production goals & standards.
- Support the Continental Business System (CBS) structure by participating in the applicable CBT meeting, reviewing and managing his/her/team performance, conducting simple problem-solving using action sheets, identifying and implementing improvement opportunities, participating in the CBT reviews, and taking ownership for presented parts of the team boards
- Follow the internal ESH work instructions in the daily work
- Demonstrate exemplary personal behavior in ESH and motivate others
- Ensure immediate notification and response, and initiate preventive measures in case of unsafe or polluting hazards
- Other duties as assigned

## Your profile

### BASIC QUALIFICATIONS

- **Education:** High school diploma or equivalent.
- **Experience:** One or more years' experience in a manufacturing or production environment (can take Work Keys or Associate's Degree or higher in place of this - details on Work Keys below).
- **Shift:** Must be able to work 12 hour 2-2-3 pattern (panama) shift 6:45-7:00 (can be either days or nights) including every other weekend
- **Skills:**
  - Strong attention to detail with a focus on quality.
  - Ability to receive and follow written and oral instructions and adhere to procedures.
  - Ability to read specs and use hand tools, computers/scanners, tape measures, and other gauging devices to monitor current and ongoing product quality.
  - Ability to work in a fast paced environment and either as a team or individually
  - Follow safety and quality standards
  - Willingness to learn and adapt to new processes.
  - Strong communication skills and a team-oriented attitude.
  - Basic mechanical aptitude and problem-solving abilities.
  - Troubleshooting and critical thinking skills and attention to detail.
- **Work Authorization:**
  - Legal authorization to work in the U.S. is required. Continental is not able to offer visa support.
  - Continental is not able to pay relocation expenses for this opportunity.

### Working Conditions:

- Requires standing for long periods and operating machinery in a manufacturing environment.
- Must be able to bend, climb, squat, crawl, reach, and twist frequently
- Must be able to lift up to 20-75lbs frequently and occasionally up to 100lbs.
- May involve exposure to noise, dust, and varying temperatures.

WorkKeys® Career Readiness Certificate (CRC) Details - **PLEASE ATTACH**

## **IF USING THIS AS REPLACEMENT FOR EXPERIENCE TO NOT GET REJECTED**

The CRC includes all of the following:

- Applied Math/Applied Mathematics
- Graphic Literacy/Locating Information
- Workplace Documents/Reading for Information

Candidates are required to score a four (4) or better on all tests.

### **Our offer**

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

This is a general posting for our production environment as a whole. The starting hourly wage range is \$17.08 - \$19.41 depending on position placement.

Immediate benefits

Weekly pay

401k match

Paid Time Off

### **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 preliminary sales of €41.4 billion and currently employs around 200,000 people in 56 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.

Continental Tire has been around for over 150 years, we've been changing the way the world moves while making it more safe, smart, sustainable and accessible to all. Our Sumter, SC location is seeking production associates to join our shop floor.

Are you ready to shape the future with us?