

Production Associate (Day and/or Night Shift)

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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



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- 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

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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.

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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 / 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.

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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.

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 2024, the Tires group sector generated sales of 13.9 billion euros. Continental's tire division employs more than 57,000 people worldwide and has 20 production and 16 development sites.

Are you ready to shape the future with us?