

Talent Acquisition Lead

Your tasks

Are you ready to lead the charge in building a strong, skilled, and engaged workforce? We're looking for a **Talent Acquisition Lead** to shape recruiting strategy, drive hiring results, and guide our recruiting team in delivering a world-class candidate experience. In this role, you'll be a strategic partner to HR and plant leadership while also rolling up your sleeves to make an impact in the community and on the shop floor.

HOW YOU WILL MAKE AN IMPACT

Talent Acquisition Strategy

- Partner with HR Manager and plant leadership to align recruiting with workforce planning.
- Develop and execute hiring strategies for hourly, skilled trades, and salaried positions.
- Monitor labor market trends and adjust sourcing strategies as needed.

Sourcing & Pipeline Development

- Build relationships with local schools, colleges, and community programs.
- Create strong talent pipelines for high-turnover and hard-to-fill roles.
- Organize and represent the company at job fairs, career events, and community open houses.

Job Posting & Advertising

- Draft and post engaging job descriptions on internal and external platforms.
- Leverage social media and job boards to maximize candidate reach.
- Track ad performance and optimize postings for visibility and results.

Candidate Screening & Selection

- Review applications, conduct phone screens, and coordinate interviews.
- Partner with hiring managers to evaluate candidates using structured, fair tools.
- Ensure consistent, compliant, and unbiased hiring decisions.



Job ID
REF89116V

Field of work
Human Resources

Location
Sumter

Leadership level
Leading People

Job flexibility
Onsite Job

Legal Entity
Continental Tire the Americas, LLC

Onboarding & Orientation

- Partner with HR and Training teams to deliver a smooth onboarding experience.
- Facilitate new hire orientation and coordinate Day 1 logistics.
- Ensure pre-employment steps (background checks, drug screens, etc.) are complete.
- Gather feedback to continuously improve onboarding.

Recruiting Process Improvement

- Identify and implement improvements to recruiting workflows.
- Train hiring managers on effective interviewing and legal considerations.
- Stay current with best practices, trends, and recruiting tools.

Metrics & Reporting

- Track and report recruiting KPIs (time-to-fill, headcount, cost-per-hire, source of hire, etc.).
- Provide insights to identify bottlenecks and improvement opportunities.
- Share hiring progress and workforce updates with HR and plant leadership.

Compliance & Documentation

- Maintain accurate applicant tracking records.
- Ensure all practices comply with company policies and legal requirements.
- Audit and file hiring documentation properly.

Employer Branding & Communication

- Promote the company as an employer of choice in the community.
- Develop recruitment materials (videos, flyers, brochures) tailored to key audiences.
- Collaborate with internal teams to ensure consistent employer brand messaging.

Leadership & Team Management

- Lead, coach, and support the recruiting team.

- Set clear goals aligned with plant needs and provide regular feedback.
- Foster collaboration, accountability, and professional growth.
- Ensure consistent application of recruiting best practices across the team.

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

Education & Experience

- Bachelor's degree in Human Resources, Business, or related field required.
- **5+ years of recruiting experience OR 5+ years of HR management experience** with a strong focus on staffing and workforce planning.
- Proven track record of recruiting in manufacturing, skilled trades, or high-volume hiring environments.
- Experience managing a HR team or recruiting team and partnering with leadership on workforce planning.

Skills & Competencies

- Strong understanding of full-cycle recruiting, from sourcing to onboarding.
- Excellent communication and interpersonal skills; able to build trust with candidates, hiring managers, and community partners.
- Ability to analyze data and KPIs to identify trends and drive continuous improvement.
- Proficient in applicant tracking systems (ATS), HRIS tools, and Microsoft Office Suite.
- Knowledge of federal, state, and local employment laws and compliance requirements.
- Skilled at developing creative sourcing strategies and building talent pipelines.

- Strong organizational skills with the ability to manage multiple priorities and deadlines.

Leadership & Mindset

- Demonstrated ability to lead, coach, and develop team members.
- Confident decision-maker who ensures consistency and fairness in hiring practices.
- Strategic thinker with a hands-on approach to execution.
- Passion for employer branding and promoting the company as an employer of choice.
- Commitment to fostering diversity, equity, and inclusion in all recruiting efforts.

ADDITIONAL WAYS TO STAND OUT

- SHRM-CP, SHRM-SCP, or PHR certification.
- Experience with workforce development partnerships (schools, technical colleges, community programs).
- Background in process improvement (Lean, Six Sigma, or similar).

Our offer

THE PERKS

- Immediate Benefits
- Paid Time Off
- Tuition Assistance
- Employee Discounts, including tire discounts
- Competitive Bonus Programs
- Employees 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!

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.

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 €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.