

Lead Supervisor (Day Shift / Department Superintendent) - Onsite | Sumter, SC

Your tasks

YOUR TASKS:

As a department Day Shift Supervisor you will oversee daily production operations to ensure efficiency, quality, and safety. This role leads and supports shift supervisors, fostering accountability, teamwork, and consistent management practices in alignment with departmental goals.

HOW YOU WILL MAKE AN IMPACT:

- Oversee daily production to ensure delivery of quality products, efficiency, and compliance with safety standards.
- Drive BT2 (Business Teams) KPIs, including delivery, output, equipment effectiveness, and cost control.
- Plan and coordinate manning levels, preventive maintenance, and resource utilization to minimize downtime and costs.
- Lead, coach, and develop shift supervisors, holding them accountable for performance, engagement, and team development.
- Ensure supervisors consistently follow operational standards, leader standard work, and shift handover procedures.
- Reduce rework, scrap, and non-conformances through clear strategies, audits, and continuous improvement initiatives (Kaizen, 5S, CBS, VSM, etc.).
- Manage and support projects, industrialization efforts, and efficiency improvements, including new equipment and process upgrades.
- Promote a culture of safety, accountability, and continuous improvement across all shifts.
- Facilitate structured problem-solving during quality or production incidents and ensure documentation and training for supervisors.
- Foster teamwork, communication, and a positive work environment to improve morale, retention, and productivity.



Job ID
REF90031D

Field of work
Manufacturing Operations and Production

Location
Sumter

Leadership level
Leading Leaders

Job flexibility
Onsite Job

Legal Entity
Continental Tire the Americas, LLC

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 and eye protection where required.
- This role takes place in a department with fluctuating temperatures and material exposure.

Your profile

WHAT YOU BRING TO THE ROLE:

Education: Bachelor's degree in Industrial engineering, Manufacturing, Operations Management, or a related field. Relevant experience may substitute for formal education.

Experience: Minimum of 5 years in a formal leadership role within manufacturing or production environments, demonstrating the ability to lead and inspire teams towards achieving high performance and operational goals.

3-5 years experience in Production, Manufacturing or Industrial Engineering

Unlimited 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

- Minimum 2 years of formal leadership experience managing salaried employees.

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

Continental is a leading tire manufacturer and industry specialist that develops and produces sustainable, safe and convenient solutions for automotive manufacturers as well as industrial and end customers worldwide. 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.

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.