

Talent Acquisition & Compensation Manager

Ihre Aufgaben

YOUR TASKS

The Talent Acquisition & Compensation Manager serves as a **strategic leader and project driver**, partnering with the **Senior HR Manager of the site** and working closely with **Regional (Americas)** and **Global HR teams**.

HOW YOU WILL MAKE AN IMPACT

- Lead full-cycle recruiting for all hourly, technical, and salaried roles; supervise two recruiters to ensure timely hiring, effective onboarding, and a high-quality candidate experience
- Build and maintain strong talent pipelines through partnerships with technical schools, colleges, workforce agencies, and community organizations.
- Partner with plant leadership, the Lead HRBP, and the Training Manager to align recruiting, onboarding, and retention strategies with workforce plans and production needs.
- Administer compensation programs, including salary benchmarking, job evaluations, wage recommendations, and pay equity compliance; collaborate with HR Manager and Controlling on budget alignment.
- Oversee workforce analytics by supervising the HR Analyst and ensuring accurate dashboards on headcount, turnover, attendance, staffing trends, and pay.
- Analyze workforce data and present insights during monthly HR and leadership reviews; provide recommendations that link workforce performance to business outcomes.
- Manage immigration and global mobility processes, including visa tracking, renewals, compliance, and employee support in partnership with corporate HR and legal counsel.
- Lead employer branding initiatives, ensure consistent messaging with corporate communications, and represent the company at job fairs, community events, and workforce development programs.
- Ensure accuracy, integrity, and compliance of HR data, documentation, and processes across recruiting, compensation, analytics, and audits.
- Drive continuous improvement by streamlining HR processes, enhancing recruiting and compensation workflows, and strengthening overall HR effectiveness.
- Follow all safety, environmental, and plant policies while supporting additional duties assigned by supervisors or management.

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 always be followed. This includes required PPE such as steel-toe shoes and hearing protection.



Job ID
REF90739K

Arbeitsbereich
Personalwesen

Standort
Sumter

Leadership Level
Leading People

Job Flexibilität
Onsite Job

Rechtliche Einheit
Continental Tire the Americas, LLC

The position operates primarily in a climate-controlled office environment with regular engagement on the production floor.

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WHAT YOU BRING TO THE ROLE

Education & Experience

- Bachelor's degree in **Human Resources, Business Administration, or related field** required (Master's preferred).
- Minimum **7 years of progressive HR experience**, including recruiting, compensation, or HR analytics – preferably in manufacturing.
- Minimum **3 years of experience leading** a small HR or recruiting team.
- Proven ability to **lead HR process improvements** or cross-functional initiatives.
- Exposure to **diverse workforces and/or global mobility processes**.

Skills & Competencies

- Strong understanding of **talent acquisition, compensation principles, and workforce analytics**.
- Excellent **communication and interpersonal skills**; able to build trust with candidates, hiring managers, and leadership.
- Analytical mindset with the ability to **interpret data and KPIs** to identify trends and drive improvement.
- Proficient in **HRIS systems**, applicant tracking systems (ATS), and **Microsoft Office Suite**.
- Knowledge of **federal, state, and local employment laws** and compliance requirements.
- Skilled at developing **creative sourcing and compensation strategies** that support retention and equity.
- Strong organizational skills with the ability to **manage multiple priorities and meet deadlines**.

Leadership & Mindset

- Demonstrated ability to **lead, coach, and develop team members** while fostering accountability and collaboration.
- Confident, fair, and consistent decision-maker who models Continental's leadership values.
- Commitment to advancing **diversity, equity, and inclusion** in all HR

practices.

Additional Ways to Stand Out

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

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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.

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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.