

Internal - Final Finish Trainer (III)

Your tasks

YOUR TASKS

Responsible for executing and continuously improving departmental training by delivering hands-on instruction, maintaining accurate certification records, and aligning training efforts with operational needs. This role emphasizes cross-functional support, flexibility, accountability, and leading by example to ensure employees are skilled, certified, and aligned with company values.

HOW YOU WILL MAKE AN IMPACT

- Maintain and execute the training plan for all certification and recertification processes within the department.
- Actively conduct on-the-job training on the shopfloor - trainers are expected to be visible, engaged, and hands-on with trainees.
- Maintain all employee training documentation and records internally within the assigned systems and databases.
- Provide cross-functional support by developing multiskilled capabilities in another department to serve as a backup trainer.
- Must demonstrate flexibility and the ability to adjust work schedules in response to changing business needs.
- Deliver new process and procedure training to trainees and existing employees, ensuring complete understanding and application.
- Evaluate training effectiveness through observation, testing, and feedback, and communicate any findings to the Training Specialist.
- Communicate with Department Managers and Supervisors to align on training needs, schedules, and follow-up actions.
- Coordinate and support training improvement plans by identifying skills gaps, performance, and process understanding.
- Provide input in the development and updating of work instructions and standard operating procedures.
- Participate in BT meetings and share updates on training status and communicate any support that may be needed.
- Take ownership of assigned tasks, demonstrating accountability and engagement.
- Be willing and able to become certified on required machines in the department.
- Lead by example and model the Continental Values.
- Be self-managed, detail-oriented, and capable of performing under pressure
- Follow all plant, ESH, CBS, quality, and department processes and procedures
- Other duties as assigned

NOTE: May not be inclusive of all work required and may be updated as needed.

Your profile



Job ID
REF92526G

Field of work
Manufacturing Operations and Production

Location
Sumter

Leadership level
Leading Self

Job flexibility
Onsite Job

Legal Entity
Continental Tire the Americas, LLC

WHAT YOU BRING TO THE ROLE

- High school diploma or GED
- Currently certified as a Visual Inspector for at least one year or a current Trainer within a Production area.
- Three or more months experience mentoring employees
- Strong communication and coaching skills
- Proficient computer skills (Excel, PowerPoint, Word, performance tracking, databases, reports, etc.)
- This role is an internal only position, external applicants will not be considered for this role
- 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 posting
- No relocation assistance is offered for this position

ADDITIONAL WAYS TO STAND OUT

- Degree in related field(s)
- Current certification in at least two job tasks within the department.
- Two or more years' experience in tire industry, though Continental working experience is more preferred

Our offer

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 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.