

New Graduate/Entry Level – Manufacturing & Engineering Development Program (eXplore Tires)

Your tasks

- Introduction to technologies and machines in PLT/CVT Plant - department rotation, a deeper introduction to plant operation
- Introduction to production processes, Rubber Technologies, Material's flow and Components in order to gain in-depth operational knowledge about the production process
- 4 month shopfloor experience including shift work
- Manufacturing/Engineering projects within the plant
- Rotations to other departments in order to get an insight into the collaboration of all departments
- Establish and maintain a network throughout the plant
- Central projects (Manufacturing/Engineering, R&D, business perspective)
- Fulfil central training plan in order to gain technical knowledge, competencies and capabilities in the processes of the manufacturing environment and to develop an understanding of the tire business and structure
- Establish and maintain a network with the central departments and international trainees
- 1/2 month in one of Continental's Marketing & Sales organizations
- General overview about the overall M&S Strategy and the tasks & responsibilities of a M&S department
- 1st hand experience by working together with direct sale in a tire shop / during customer visits
- Ensure implementation of measures and maintain controls, raise awareness and provide information about ESH responsibilities and duties, ensure immediate notification and response, and initiate preventive measures in case of unsafe or polluting hazards, demonstrate exemplary personal behavior in ESH and motivate others
- Other duties as assigned by manager

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

- Bachelors degree in Mechanical, Electrical, Industrial Engineering or



Job ID
REF93627Z

Field of work
Engineering

Location
Sumter

Leadership level
Leading Self

Job flexibility
Onsite Job

Salary classification
65,000 USD - 72,000 USD yearly gross

Legal Entity
Continental Tire the Americas, LLC

related field

- Must have graduated with Bachelors between **December 2025 and May 2026**
- Project Management Experience
- At least two months of international experience through an internship, study abroad program, or participation in a multicultural, global team environment
- Unlimited / Unrestricted authorization to work in the U.S. is required. Continental is not able to offer visa support

Our offer

What Can You Expect?

The eXplore Tire Manufacturing & Engineering Graduate Program covers a time frame of up to 18 months and is split into two main phases.

Phase 1 - Practical Experience

Quality comes from experience. To gain a broad knowledge of tire production, you will start the program with hands-on experience in a real production setting, where you will stay for 10-16 months. After that, you should be ready for the next big challenge: your first project at the plant.

Phase 2 - Central Placement

After this initial experience, you will be assigned to a pool of graduates in Hanover for 6-9 months, together with other manufacturing and engineering graduates from all over the world. By participating in a number of exciting projects, you will learn about the tire development process and our global Continental business model. This experience will broaden your knowledge and you will acquire new skills by attending a number of technical training programs. You will be given the opportunity to use your soft skills and build up a global network. In this way, you can forge long-lasting relationships with future colleagues from around the world. In addition to working on projects in the areas of manufacturing and engineering, you will have the unique opportunity to gain an insight into the research and development processes for tires. In addition, you will collaborate with other eXplore Tires graduates on a global business contract. During this time, you will present your project results to our top management.

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. 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.