

BestDrive Managing Director

Your tasks

Lead a National Business Transformation with a Global Industry Leader

Continental is seeking an accomplished, results-driven executive to serve as **Managing Director of BestDrive USA**. This is a high-impact leadership opportunity for a proven business transformation leader with a proven history of optimizing operations and financial results and building high-performance organizations on a scale.

BestDrive USA represents a critical growth and service platform within Continental's Truck Tires Americas organization, generating approximately **135M in annual revenue** and employing **250+ team members across a national network**. The Managing Director will drive sustainable, profitable growth while executing strategic transformation initiatives aligned with Continental's global vision.

The Opportunity

We are seeking a senior executive who thrives in complex, multi-site operational environments and has a proven ability to:

- Turn around underperforming or plateaued business units
- Deliver measurable P&L improvements and operational efficiency
- Lead cultural transformation and talent development at scale
- Execute strategic growth initiatives while ensuring disciplined cost management
- Navigate matrix organizations and align regional operations with global strategy

Key Leadership Responsibilities

Strategic & Financial Leadership

- Own full P&L responsibility for BestDrive USA
- Lead enterprise planning, forecasting, and execution of growth strategies
- Drive long-term value creation aligned with Continental's corporate objectives
- Identify and execute operational and commercial turnaround opportunities

Organizational & Cultural Transformation

- Build, mentor, and inspire a high-performing leadership team
- Strengthening organizational capabilities, succession planning, and workforce development
- Champion a safety-first culture targeting zero-incident performance
- Align talent strategy with long-term business growth and digital transformation initiatives

Commercial & Market Growth



Job ID
REF94162H

Field of work
General Management

Location
Charlotte

Leadership level
Leading Business

Job flexibility
Hybrid Job

Legal Entity
Continental Tire the Americas, LLC

- Develop and execute national sales and brand strategies
- Strengthening customer segmentation, pricing strategies, and go-to-market execution
- Expand digital and data-driven Sales and Marketing capabilities to enhance customer engagement and profitability
- Strengthen relationships across fleet, commercial vehicle, and service network customers

Operational Excellence

- Optimize nationwide service and retreading operations for efficiency, quality, and scalability based on tangible and clear KPI's
- Enhance real estate strategy, site performance, and network optimization
- Improve supply chain, procurement efficiency, and vendor partnerships
- Strengthening internal systems, compliance, cybersecurity, and performance tracking

Ideal Candidate Profile

We are seeking a transformational leader who brings:

- Demonstrated success leading business turnarounds or major performance transformations
- Experience leading large, multi-location operational or retail service organizations
- Strong commercial acumen with proven revenue growth and margin improvement results
- Deep operational leadership experience in service, manufacturing, or fleet/commercial vehicle sectors
- Ability to lead within global, matrixed organizations
- Strong financial and strategic planning expertise

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.

Your profile

WHAT YOU BRING TO THE ROLE -

- Bachelor's degree in Business, Finance, or related discipline
- MBA or advanced business degree preferred
- Progressive senior leadership experience in retail, service networks, or multi-site operations
- Experience managing complex organizations with significant workforce and revenue responsibility

ADDITIONAL WAYS TO STAND OUT -

- Commercial vehicle, fleet services, tire industry, automotive aftermarket, or related sectors

Our offer

Work Environment & Physical Requirements

- This position is primarily based in a professional office environment at the company's headquarters.
- Work is performed indoors in a climate-controlled setting.
- The role involves regular use of a computer, including keyboarding, viewing screens, and utilizing standard office equipment.
- The position requires the ability to sit for extended periods of time, with occasional standing or walking.
- Ability to lift up to 50 pounds and comply with PPE requirements
- Ability to travel frequently to multiple locations (50%-75% or as business needs require)
- Ability to conduct site walkthroughs, inspections, and audits in operational environments
- Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the role.

Why Join Continental & BestDrive?

- Global brand with strong market leadership and innovation focus
- Opportunity to lead large-scale transformation and growth initiatives
- Attractive remuneration package based on financial and operational KPI's improvement
- High visibility role with direct executive leadership exposure
- Competitive executive compensation and performance incentives

If you are a transformational executive ready to drive measurable business turnaround and long-term enterprise value, we invite you to explore this opportunity.

THE PERKS -

- Immediate Benefits
- Paid Time Off
- Employee Discounts, including tire discounts
- Employer 401(k) Match
- Diverse & Inclusive Work Environment
- Employee Assistance Program
- Future Growth Opportunities
- And more benefits that come with working for a global industry leader!

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

BestDrive, a wholly owned subsidiary of Continental, is quickly becoming the top choice among commercial trucking fleets for our high-quality products and exceptional service. BestDrive Commercial Tire Centers specializes in providing fleet customers with innovative tire solutions including award-winning Continental and General Tire brand products, innovative commercial solution products such as ContiPressureCheck, and a wide array of multi-brand truck tires to address all market segments. Since our founding in 2012, we presently have 25 locations throughout the United States and continue to rapidly expand our footprint throughout the country.