

Attorney - Labor & Employment

Your tasks

HOW YOU WILL MAKE AN IMPACT

The Labor & Employment Attorney provides strategic legal counsel to business leaders, HR, and operations across a large, multi site U.S. and Canada workforce that includes corporate, manufacturing (non union), and field sales populations.

In addition to deep labor and employment expertise, the role also delivers broader in house litigation support involving general litigation, commercial, contract, and regulatory matters that intersect with workforce operations.

- This position partners closely with HR and leadership to ensure compliance with federal, state, and local employment laws
- Manage litigation and agency matters
- Support labor relations activities and proactively mitigate workplace risk through positive employee relations strategies, union avoidance initiatives, and NLRA aligned rapid response planning
- Balances advisory and operational legal work, including employment and general litigation management, policy development, investigations, dispute resolution, and oversight of outside counsel

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Your profile

WHAT YOU BRING TO THE ROLE

- Juris Doctor (JD) from an accredited law school with an active license to practice law in at least one U.S. state.
- Bachelors Degree.
- 7+ years of related employment law experience.
- Experience supporting multi-state employers.
- Demonstrated litigation and agency charge management experience.
- Legal Authorization to work in the US is required. We can not sponsor individuals for employment visas now or in the future for this job opening.
- Can offer a relocation package if needed.

ADDITIONAL WAYS TO STAND OUT

- Experience supporting multi-state employers in the manufacturing industry
- 10+ years of related employment law experience.

Our offer



Job ID
REF94603V

Field of work
Law & Intellectual Property

Location
Fort Mill

Leadership level
Leading Self

Job flexibility
Hybrid Job

Legal Entity
Continental Tire the Americas, LLC

THE PERKS

- Immediate Benefits
- Robust Total Rewards Package
- Paid Time Off
- Volunteer Time Off
- Tuition Assistance
- Employee Discounts, including tire discounts
- Competitive Bonus Programs
- Employee 401k Match
- Diverse & Inclusive Work Environment with 20+ Employee Resource groups.
- Hybrid Work Schedule
- 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.

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About us

Continental is a leading tire manufacturer and industry specialist. 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.

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 2025, the Tires group sector generated sales of 13.8 billion euros. Continental's tire division employs more than 56,000 people worldwide and has 19 production and 16 development sites.