Head of Corporate Real Estate Management (m/f/diverse) - REF95489B - Executive

Your tasks

The Head of CREM holds global end to end responsibility for the strategy, governance, and value development of the worldwide real estate portfolio (owned and leased). The objective is to optimize capital allocation, risk, and performance across the entire asset lifecycle – fully aligned with business strategy, ESG requirements, and regulatory frameworks.

1) Strategic Portfolio Management & Governance

- Develop and implement a global Corporate Real Estate strategy, including policies, standards, and decision making frameworks
- Continuous portfolio optimization based on scenario analyses, benchmarking, and KPI steering
- Further develop the global operating model considering legal, regulatory, and environmental requirements across regions
- Provide executive advisory support to the Board on footprint strategy, transformation, CAPEX prioritization, and balance sheet impacts

2) Transactions & Value Creation

- Origination, business case development, financial & commercial due diligence, negotiation, and execution of acquisitions, divestments, and lease agreements (incl. sale and leaseback)
- Manage major single asset transactions, portfolio programs, and PMI/value creation initiatives
- Close collaboration with Legal, Finance, Tax, Accounting, M&A, and local site teams

3) Portfolio Management & Reporting

- Further develop the global KPI and performance steering framework
- Responsibility for global reporting (internal/external), including forecasts, trend analyses, and benchmarking
- Ensuring high data quality, data integrity, and transparency

4) Real Estate ESG & Risk Management

- Integrate ESG requirements holistically across the real estate lifecycle
- Provide enterprise risk advisory on market, legal, operational, and environmental/stranded asset risks
- Conduct scenario and stress tests and develop contingency plans

5) M&A, Carve outs & Integrations

- Steering all real estate related workstreams within M&A transactions
- Responsibility for separation, TSA definition, lease allocation, asset transfers, and Day 1 readiness

Job ID
REF95489B

Field of work
Finance and Controlling

Location
Hanover

Leadership level
Leading People

Job flexibility
Hybrid Job

Contact
Melissa Klöpper

Legal Entity
Continental Reifen Deutschland GmbH

6) Leadership, Network & Stakeholder Management

- Lead an international, highly skilled CRE team (Americas, APAC, EMEA; incl. Portfolio Management and RE ESG Advisory)
- Building and maintaining a strong external network (investors, developers, Big 4, global service providers)
  Strengthening internal collaboration

Your profile

- University degree in Real Estate, Finance/Business, or a comparable field; ideally with an advanced qualification (e.g., MSc, Executive MBA, or Executive Real Estate Program)
- Many years of leadership experience in Corporate Real Estate or related fields, with demonstrable end to end achievements in portfolio optimization, large transactions, and transformation projects
- Leadership style: performance   and people oriented, international mindset, strong integrity
- Strong finance and capital markets expertise (financial modelling, IFRS/balance sheet understanding, DCF/NPV/IRR, lease economics)
- Deep expertise in transaction and contract management, valuation, location strategy, and international market cycles
- Strong proficiency with real estate systems and analytics tools (incl. RED)
- Proficient in MS Office applications
- Business fluent English and preferably also German language skills both written and spoken
- Strong negotiation, conflict management, and communication skills at Executive or C level

Applications from severely disabled persons are welcome.

Our offer

- **Attractive Compensation:** You will receive a competitive salary outside of our collective agreement, plus variable compensation.
- **Exclusive Company Car:** As part of our leadership team, you will receive a personal company car – ensuring maximum mobility and comfort, even beyond your workday.
- **Time Off That Truly Counts:** Enjoy 30 days of paid vacation per year.
- **A Career with Perspective:** We support your professional development with tailored training programs and diverse opportunities for advancement.
- **Flexibility That Fits Your Life:** Whether mobile work, part-time options, flexible working hours, or sabbaticals – with us, you can shape your work to fit your needs.
- **Limitless Mobility:** Work up to 40 days per year remotely from within the EU – for more freedom and international flexibility.
- **Secure Your Future:** With our company pension plan, you can invest today in your financial security for tomorrow.
- **Regular Health Check-Ups:** Your health matters to us. Every two years, we offer you a comprehensive medical check-up by experienced specialists – supporting long-term performance and well-

being.
- **Exclusive Employee Benefits:** Take advantage of attractive discounts, special conditions, and a wide range of employee perks.
- **Stay Fit – Nationwide:** With our discounted access to sports facilities through Hansefit, you can stay active no matter where you are.
- **Family-Friendly Support You Can Rely On:** We provide company childcare options, free emergency childcare, and additional offerings to help you balance work and family life more easily.
- **A Workplace That Embraces Diversity:** Look forward to a diverse and international environment through collaboration with our global locations.

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 €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.