

ESH Manager Knowledge - Competence & Training - CTBC

Your tasks

Are you interested in shaping the future of ContiTech together with a great team?

Please join us and contribute to our goals with your new role as **Manager Knowledge - Competence & Training**.

You will be responsible for managing our Knowledge discipline Training & Competence by guidance, execution and support to safeguard operations, systems and knowledge in compliance with applicable obligations. Furthermore, to sustainably and continually improve the Competence & Training related performance - in global responsibility for the ContiTech organization, including all CT-related locations and entities and in alignment with Business Areas.

In details, your tasks will be:

- **Develop and implement global training strategies** that align with ContiTech's ESH objectives, translating strategic goals into structured learning programs and qualification roadmaps.
- **Design and maintain training materials and tools** that support compliance, operational excellence, and long-term capability development across all business areas.
- **Ensure integration of internal policies and international standards** into training content and delivery processes to meet legal and corporate requirements.
- **Collaborate with global ESH teams**—central, regional, and local—to assess training needs, align priorities, and promote knowledge sharing and harmonization.
- **Monitor training performance, risks, and incidents**, using data and feedback to identify gaps, support management reviews, and drive continuous improvement.
- **Train and support ESH team members**, to strengthen individual competencies, support personal development, and enhance team performance.
- **Identify and propose innovative training approaches**, leveraging new tools, technologies, and methods to improve learning effectiveness and engagement.

Your profile

- You hold a degree in an ESH discipline, Industrial Engineering, or a related field—ideally complemented by additional qualifications in training design or adult learning. A background in organizational development is a strong plus.
- Proven experience in designing, managing, and coordinating training programs, preferably in ESH or industrial environments.
- Solid understanding of ESH topics, ideally with experience in the rubber industry or similar sectors.



Job ID
REF96329E

Field of work
Facility Management

Location
Timișoara

Leadership level
Leading Self

Job flexibility
Hybrid Job

Legal Entity
ContiTech Thermopol Romania S.R.L.

- Familiarity with innovative learning approaches (e.g., digital tools, blended learning) is an advantage.
- Strong team player with a collaborative, proactive mindset and the ability to work across global teams.
- High level of self-initiative, ownership, and independence.
- Structured and organized approach to managing tasks, projects, and stakeholder expectations.
- Strong analytical skills and attention to detail, especially in performance monitoring and reporting.
- Business-fluent in English (written and spoken); German is a plus.
- Willingness to travel (approx. 10%).

Our offer

What we offer:

- **The 13-th salary** - Paid once a year, in December;
- **Meal tickets** - With a value of 40 Ron;
- **Private Health Insurance** - Health is the most important, so we offer you a medical subscription through Signal Iduna;
- **Referral bonuses** - We encourage colleagues to refer new candidates to us and, at the same time, to get the chance to receive a bonus;
- **Bookster** - Feed your body and your mind. You can borrow books and you'll receive them at the office;
- **Sports benefits** - It's important to stay active, so we offer you the 7Card;
- **Discounts at our partners** - We collaborate with different vendors, and we receive discounts for various products/ services like rubbers, restaurants, kindergartens, etc;
- **System for Rewarding Improvement Ideas** - We have an internal improvement program (Continental Idea Management) that gives you the opportunity to come up with ideas and to be honored with an attractive bonus (this is established by the CIM team according to your improvement idea);
- **Happy days** - If you or your child is getting married, or you become a parent, you receive some extra free days;
- **Life events celebration** - If your family is growing, we praise your newborn with a bonus;
- **Unfortunate events** - In case of unhappy events in your life, we support you by offering you free days and financial support (handled on a case by-case basis);
- **Extra vacation days** - You begin with 22 vacation days/year, and starting with the 3rd year with us, we offer you 1 more day of vacation and. We reward employees who reach 15 and 20 years within the company with another day of vacation, reaching a maximum of 29 days.
- **Professional development** - Many opportunities to develop yourself within the company;
- **Diversity and multicultural mindset** - We encourage you to join us no matter who, where, or what you are. We have colleagues from different nations and a variety of languages are spoken in our company.

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 2022, Continental generated sales of €39.4 billion and currently employs around 200,000 people in 57 countries and markets.

The ContiTech group sector develops and manufactures, for example, cross-material, environmentally friendly and intelligent products and systems for the automotive industry, railway engineering, mining, agriculture and other key industries. Guided by the vision of “smart and sustainable solutions beyond rubber,” the group sector draws on its long-standing knowledge of the industry and materials to open up new business opportunities by combining various materials with electronic components and individual services.