Night Shift Supervisor (6:45pm to 7:00am) - Production Area - Sumter, SC - On-Site

Your tasks

THE POSITION

- Lead an area of hourly production employees while driving safety, quality, productivity, machine performance, employee development, and retention.
- Provide leadership, coaching, and resources needed for team success while ensuring accountability to company standards and expectations.
- Monitor departmental KPIs, identify gaps, and work cross-functionally to solve problems and drive continuous improvement.
- Maintain a safe, organized, and compliant work environment by ensuring adherence to ESH, Quality, ISO, plant, and corporate requirements.
- Manage daily production execution, material flow, inventory, scheduling requirements, and communicate barriers impacting results.
- Identify and respond to machine, process, quality, and production issues through proper escalation, documentation, and corrective actions.
- Ensure employees are properly trained and qualified through work instructions, training records, instructional programs, and skill development.
- Support audits, maintain departmental records, and ensure timely completion of required documentation, procedures, and action items.
- Lead and participate in improvement initiatives including Kaizen, TPM, 5S, Six Sigma, and other operational excellence activities.
- Partner with support functions on projects, process improvements, and other business needs as assigned.

Your profile

WHAT YOU BRING TO THE ROLE:

Note: Candidates must be legally authorized to work in the United States on a full-time basis without restriction. The company will not provide employment sponsorship, either currently or at any time in the future.

- Education:
  - Bachelor degree in related field OR High School Diploma/GED **and** at least 6+ years in a manufacturing or production environment
- Experience:
  - 2+ years of formal supervisory experience in a manufacturing or production environment, with direct responsibility for managing employee performance, attendance, scheduling, and

Job ID
REF97293I

Field of work
Manufacturing Operations and Production

Location
Sumter

Leadership level
Leading People

Job flexibility
Onsite Job

Working time
Full Time

Salary classification
73,000 USD - 86,000 USD yearly gross

Legal Entity
Continental Tire the Americas, LLC

development.
    - Demonstrated experience driving continuous improvement initiatives through Lean Manufacturing, Six Sigma, or related methodologies

NOTE: May not be inclusive of all work required and may be updated as needed.

Working Conditions:

- Ability to work 12-hour shifts in a fast-paced production environment.
- Must be able to stand, walk, and move around for extended periods.
- Ability to lift and move materials up to 50+ pounds as required.
- Shift starts at 6:45pm. The supervisor is expected to be prepared at shift start time and this may require an earlier start time.
- Shift ends at 7:00am.

Our offer

Additional information

THE PERKS

- Night Shift Differential Pay ($8,000 annually)
- Immediate Benefits (once verified)
- 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.

Note: For internal candidates, submit a Job Opportunity Form signed by your supervisor.

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 €19.7 billion in 2025 and currently employs around 78,000 people in 54 countries and markets.

With its premium portfolio in the car, truck, bus, two-wheel and specialty tire segment, the Tires group sector stands for innovative solutions in tire technology. Intelligent products and services related to tires and the promotion of sustainability complete the product portfolio. For specialist dealers and fleet management, Tires offers digital tire monitoring and tire management systems, in addition to other services, with the aim of keeping fleets mobile and increasing their efficiency. With its tires, Continental makes a significant contribution to safe, efficient and environmentally friendly mobility.