

Strategic Sustainability Manager - Sustainable Natural Rubber

Your tasks

Major activities:

Global SNR Governance & Policy Leadership

- Develop and maintain SNR governance frameworks and policies.
- Align internal stakeholders to ensure coherent implementation across functions.
- Translate global sustainability expectations into actionable internal guidelines.
- Manage the development of frameworks for internal and external workstreams / projects related to Continental's natural rubber value chain

Industry Representation & Standard Setting

- Represent Continental in Global Platform for Sustainable Natural Rubber (GPSNR) working groups and industry coalitions and ensure Continental's interest are considered in the development of the international GPSNR framework.
- Shape sector-wide standards, assurance models, and reporting frameworks.
- Build partnerships with NGOs, customers, and regulators to influence global NR sustainability direction.

Assurance, Risk & Mitigation Strategy

- Lead the design and execution of SNR assurance processes.
- Develop risk assessment methods for NR supply chain vulnerabilities.
- Establish mitigation plans and oversee follow-up with suppliers.

Supplier Engagement and Capacity Building

- Identify and analyse material sustainability risks
- Assess and evaluate the likelihood of sustainability risks and the impact
- Collate and interpret data to support assessment of sustainability risks
- Define long-term supplier improvement roadmaps.
- Lead capability-building programs with strategic suppliers.
- Monitor supplier performance and drive continuous improvement.
- Prioritize and facilitate projects that are aligned with sustainability strategy
- (co-) Manage current and future projects and initiatives (e.g. GIZ, GPSNR capacity building)

Data, Reporting & Transparency Leadership

- Oversee NR sustainability KPI governance and reporting.
- Lead annual SPOTT, GPSNR, ESRS and customer reporting cycles.
- Improve data systems, tools, and methodologies for transparency.
- Create and maintain a dynamic dashboard for monitoring and reporting of datasets and metrics
- Support any other Natural Rubber reporting requests, eg CDP questionnaire, customer requests
- Ensure yearly submission of GPSNR Reporting Requirements to GPSNR



Job ID
REF97628F

Location
Singapore

Leadership level
Leading Self

Job flexibility
Hybrid Job

Legal Entity
**Continental Tires Holding
Singapore Pte. Ltd.**

and customers as well as the achievement of minimum standard expected

Carbon Neutrality Pathway for Natural Rubber

Implement carbon guidelines for Purchased Goods in Natural Rubber:

Engage with industry partners (eg. GPSNR) to look at natural rubber value chain with focus on GHG (Greenhouse gases) inventory management

Scope 3 category 1 emissions reporting: support and facilitate HQ reporting via data collection along the natural rubber value chain

Sustainable Natural Rubber Sourcing Implementation

Manage the development of frameworks, strategies and policies for Continental natural rubber, via following focus areas:

- Maintain SNR policy (signed off by Suppliers)
- Survey and supervise implementation of SNR policy by suppliers
- Audits and exception handling
- Identify implications of SNR on supplier portfolio management and purchasing strategy
- Support and guide buyers in sustainable procurement
- Deploy SNR strategy in close collaboration with NR Lead buyers and monitor supplier portfolio conformance
- Ensure conformity of SNR standard and sourcing with GPSNR Assurance model. Lead the yearly assurance process.

Rubberway

Lead the Rubberway program by developing and deploying a supplier onboarding concept, ensuring proper data risk assessment and planning and conducting appropriate risk mitigation measures

Conceptualize methodological improvements for relevant processes and tools (e.g. Rubberway methodology, corrective Action Plan trackers and follow-up) and actively engage with relevant stakeholders to implement changes

Your profile

Education/Certification

Degree in Business Administration, Engineering, Sustainability Management, Environmental Sciences, Supply Chain Management, International Relations, or a related field.

Additional skills and experience

3+ years of experience in sustainability, responsible sourcing, or supply chain management, preferably in the natural rubber or automotive industry.

Experience representing organizations in international sustainability platforms or working groups (e.g., GPSNR,).

Technical Skills:

- Strong understanding of sustainability standards, assurance models, and risk assessment methodologies (e.g., Ecovadis, Rubberway, ZSL SPOTT).
- Proficiency in sustainability reporting frameworks and tools (e.g., GRI, CDP, GPSNR reporting).
- Data analysis and audit preparation skills to ensure high-quality, verifiable reporting.

Stakeholder Engagement:

- Demonstrated ability to collaborate with internal departments (e.g., Legal, R&D, Marketing) and external stakeholders (e.g., NGOs, suppliers, customers).

- Skilled in negotiation and advocacy to represent corporate interests in multi-stakeholder initiatives.

Advanced Interpersonal Skills:

- Negotiation

- Intercultural Communication

Our offer

Continental Tires Holding Singapore Pte Ltd is a subsidiary of Continental. Our major task is to ensure the supply of natural rubber to Continental's tire and technical rubber plants on time, in the right quantity and quality, at competitive prices and responsibly sourced. Like everywhere else in Continental, we believe in great people culture and foster team spirit. We offer a friendly working atmosphere, flexibility and fairness.

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.

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.