

Manager Sustainability Requirements & Governance (m/f/d) - REF97905A

Your tasks

Key Responsibilities

The Manager Sustainability Requirements & Governance translates complex and evolving sustainability regulations into clear, actionable business requirements, governance frameworks, processes, and controls across Continental. As the key interface between Sustainability, Legal, Standards & Regulations, and operational business functions, this role ensures regulatory requirements are consistently interpreted, effectively implemented, and embedded in day-to-day operations. The position drives regulatory interpretation and impact assessments, develops governance rules and processes, oversees implementation, and pilots new sustainability-related approaches in close collaboration with subject matter experts and business stakeholders.

Regulatory Requirements & Impact Assessment

- Collect and interpret sustainability regulations, customer requirements, and strategic objectives.
- Translate requirements into operational business requirements in collaboration with Legal, Standards & Regulations, relevant business functions, and subject matter experts.
- Assess impacts on products, supply chains, business processes, data requirements, and operating models.
- Prepare regulatory assessments, implementation guidelines, and management briefings.

Governance & Compliance Frameworks

- Develop sustainability governance frameworks, controls, roles, responsibilities, and decision-making structures in alignment with relevant functions.
- Create regulatory implementation roadmaps in cooperation with Standards & Regulations and relevant experts.
- Ensure sustainability requirements are aligned and compliant with corporate governance standards and other relevant requirements from Compliance or Technical Compliance.

Process Piloting & Implementation

- Coordinate the translation of regulatory requirements into end-to-end business processes.
- Collaborate with Procurement, R&D, Product Management, Manufacturing, Sales, IT, Sustainability, and other functions to integrate requirements into day-to-day operations.
- Define business rules, process controls, documentation requirements, data collection processes, traceability mechanisms, and reporting requirements.



Job ID
REF97905A

Field of work
Environment

Location
Hanover

Leadership level
Leading Self

Job flexibility
Hybrid Job

Contact
Dana Brötje

Legal Entity
Continental Reifen Deutschland GmbH

- Ensure appropriate documentation and Continental's audit readiness for sustainability regulations.
- Monitor adherence to and implementation of relevant sustainability frameworks.
- Lead pilot projects to validate the effectiveness of newly developed business processes.
- Support the global rollout and continuous improvement of implemented solutions.

Risk Management & Stakeholder Enablement

- Identify implementation gaps, compliance risks, and improvement opportunities; support risk assessment and mitigation plans
- Act as a central interface between Sustainability, Legal, Standards & Regulations, Operations, Purchasing, Digital functions, and business stakeholders.
- Facilitate workshops, develop guidance and training materials, and support organizational change.

Your profile

- Academic degree in Sustainability, Business, Law, Engineering, Supply Chain Management, or comparable qualification.
- Multiple years of work experience in sustainability, compliance, governance, consulting, quality/environmental management, or related fields.
- Proven work experience working in international, cross-functional organizations and managing transformation or compliance projects.
- Experience interpreting and implementing sustainability regulations in corporate, consulting, legal, or regulatory environments.
- Expertise in process design, governance, compliance controls, and risk management.
- Strong understanding of sustainability regulations and governance frameworks, ideally including LkSG, CSRD, EUDR, and PPWR.
- Ability to drive alignment and implementation across multiple business functions without direct authority.
- Strong analytical, stakeholder management, communication, and facilitation skills.

Applications from severely handicapped people are welcome.

Our offer

- **Attractive Compensation:** You will receive a salary based on the collective agreement of the chemical industry, including an annual pay and vacation bonus - transparent, fair, and future-oriented.
- **Flexibility that fits your life:** Whether mobile working, part-time models, flexible working hours, or sabbaticals - together we find a working model that suits your individual needs.
- **Time off that truly matters:** Enjoy 30 days of paid vacation per year - plus three additional days off for individual use as part of our "Future Value" program.
- **Secure your future:** With our company pension plan, we already invest today in your financial security of tomorrow.
- **Career with perspective:** We actively support you in shaping your

career through individual trainings, access to learning platforms such as LinkedIn Learning, and a wide range of development opportunities.

- **Borderless opportunities:** As an EU citizen, you can work remote from other EU countries for up to 40 days per year – offering greater freedom and international flexibility.
- **Exclusive employee benefits:** Take advantage of attractive discounts and a wide range of employee benefits.
- **Stay fit – nationwide:** With our comprehensive range of health and wellness initiatives, you stay active – wherever you are in Germany.
- **Sustainable mobility:** Use our “JobRad” bike leasing program and secure your preferred bicycle at attractive conditions – for more fitness, climate protection, and enjoyment on your daily commute.
- **A family-friendly culture:** We support you with various offers that help balance work and family life, such as on-site childcare places and free emergency childcare services.
- **Support when it matters most:** The Fürstenberg Institute provides you with a confidential external point of contact for professional advice and support in both personal and professional matters.
- **A work environment that embraces diversity:** Look forward to working in a diverse and international environment through collaboration with our global locations.

For more information about the employee benefits you can expect at Continental, please visit our [benefits page](#). If you would like to learn more about our location, feel free to visit our site page: [Hannover Corporate Headquarters](#).

[Diversity, Inclusion & Belonging](#) are important to us and make our company strong and successful. We offer equal opportunities to everyone - regardless of age, gender, nationality, cultural background, disability, religion, ideology or sexual orientation.

If this sounds like a perfect match for you and if you want to become the next supporter of our core values: **Trust, for one another, passion to win and freedom to act** - we are looking forward to receiving your application.

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 55,000 people worldwide and has 19 production and 16 development

sites.