Project Manager - Legal Representation & Governance (m/f/diverse) - Executive - REF98423V

Your tasks

Lead the redesign of the former P20.1 / Sign-off Authority and External Representation framework to establish a lean, transparent and future-oriented authorization and representation governance model for Continental AG as a future standalone Tires organization, including scope definition, ownership clarification and target-state implementation roadmap.

Key Responsibilities / Deliverables:

- Assess the current governance landscape, including policies, manuals, decision rights, approval mechanisms and legal governance structures, and identify required adaptations for the future organization.
- Develop and align the target-state governance and steering model, including the assessment of management-based, legal-entity-based and hybrid governance approaches.
- Evaluate whether Sign-off Authority (internal decision-making) and External Representation (legal authority towards third parties) should remain integrated or evolve into separate governance frameworks.
- Define governance principles, ownership structures, decision-rights architecture, escalation paths, roles and responsibilities, ensuring clear accountability and effective organizational control.
- Design authorization concepts, approval limits, delegation principles and control mechanisms that ensure simplicity, transparency, compliance, auditability and business effectiveness.
- Assess governance interfaces, dependencies and accountabilities across Legal, Tax, Compliance, Risk Management, Finance, Purchasing, HR, IT and other key functions.
- Conduct external benchmarking and leverage insights from comparable organizations and external advisors to develop decision-ready governance options and recommendations.
- Drive simplification, standardization, digitalization and automation opportunities, ensuring alignment with eSR processes, approval workflows and supporting technologies.
- Develop the target-state concept, implementation roadmap and management decision proposals, including recommendations for future ownership, governance and sustainable operational deployment.

Your profile

- University degree in Business, Law, IT or comparable are preferred, but not mandatory
- Several years of relevant professional experience in international organizations
- Proven leadership of global, cross-functional transformation

Job ID
REF98423V

Field of work
Project Management

Location
Hanover

Leadership level
Leading People

Job flexibility
Hybrid Job

Working time
Full Time

Contact
Nele Fleischmann

Legal Entity
Continental Reifen Deutschland GmbH

programs with high business impact
- Extensive experience engaging and influencing senior executives and board-level stakeholders
- Fluency in English and German (written and spoken) mandatory
- Willingness to travel occasionally
- Strong international and intercultural experience

Applications from severely handicapped people are welcome.

Our offer

- **Excellent compensation:** Your performance and level of responsibility deserve recognition. You will receive an attractive salary complemented by variable compensation.
- **Individual mobility solution:** As an important member of our leadership team, you are provided with a company car that offers flexibility and comfort for both business and private use.
- **Flexibility that fits your life:** This position is generally intended to be filled on a full-time basis. At the same time, we are open to individual part-time arrangements, provided they are compatible with the requirements of the role. With flexible working hours, mobile working, and sabbaticals, we will find a working model that suits your individual needs.
- **Time off that truly matters:** Enjoy 30 days of paid vacation per year.
- **Secure your future:** With our company pension plan, we already invest today in your financial security of tomorrow.
- **Strategic development:** We invest in your future by supporting your growth through individually tailored development and training programs.
- **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.
- **Health in focus:** Every two years, we offer you a comprehensive medical check-up conducted by experienced medical specialists.
- **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: Continental Hannover Stöcken

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 76,000 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 currently employs around 53,000 people worldwide and has 19 production and 16 development sites.