

Compliance Program Manager - Sales and Marketing

Your tasks

HOW YOU WILL MAKE AN IMPACT

This role provides strategic compliance leadership, coordination, and support across the U.S. PLT and Truck Tire organizations by translating Corporate Compliance requirements into practical, sustainable business processes.

The position is responsible for creating the structure and governance needed for PLT and Truck Tire teams to establish self-audit practices, proactively identify compliance risks, and recommend actions to strengthen controls and business accountability within their respective markets.

Through partnership with Sales, Marketing, Legal, Internal Audit, and business stakeholders, this role helps ensure consistent management of compliance obligations, House of Rules activities, audit readiness, risk mitigation, and continuous improvement across commercial operations, including gifts and hospitality.

Sales & Marketing Compliance Program Coordination

- Serve as the primary point of contact between the U.S. PLT and Truck Tire organizations and Corporate Compliance.
- Coordinate the implementation and communication of compliance programs, policies, procedures, and guidance.
- Support the ongoing development of a strong compliance culture throughout Sales, Marketing, and supporting functions.
- Monitor regulatory and corporate compliance requirements affecting the tire business and communicate relevant updates to stakeholders.

Policy & Procedure Management

- Review corporate policies, standards, and guidelines for applicability to U.S. business operations.
- Develop, maintain, and improve local compliance procedures and work instructions.
- Ensure business processes align with corporate compliance expectations and documented controls.
- Support policy deployment and compliance-related communications.

Risk Management & Continuous Improvement

- Support compliance risk assessments and mitigation activities.
- Identify emerging compliance risks and recommend preventive actions.
- Analyze compliance trends, audit results, and testing outcomes.
- Drive continuous improvement initiatives to enhance compliance



Job ID
REF98583Z

Field of work
Marketing and Sales

Location
Fort Mill

Leadership level
Leading Self

Job flexibility
Hybrid Job

Legal Entity
Continental Tire the Americas, LLC

processes and controls.

Training & Awareness

- Develop and coordinate compliance awareness initiatives and training programs.
- Assist with onboarding and ongoing compliance education for employees.
- Deliver presentations and workshops on compliance expectations, business ethics, and applicable regulations.
- Promote awareness of reporting channels, compliance resources, and corporate requirements.

Process Documentation & Controls

- Document and maintain key business processes, workflows, controls, approvals, and compliance requirements.
- Create process maps, procedure documents, control matrices, and training materials.
- Identify control gaps and recommend process improvements to strengthen compliance and operational effectiveness.
- Support the establishment of standardized documentation and record retention practices.

Audit & Compliance Testing Support

- Coordinate internal compliance reviews, audits, and assessments.
- Partner with Internal Audit, Compliance, Legal, and business stakeholders during audit planning and execution.
- Assist in preparing audit documentation, evidence collection, and management responses.
- Track audit findings, corrective actions, and closure activities.
- Coordinate periodic testing of compliance controls and monitor remediation efforts.

Sales & Marketing Gifts and Hospitality Support

- Provide guidance to Sales and Marketing teams on compliance-related policies, procedures, and business practices.
- Support compliance reviews related to customer programs, promotional activities, sponsorships, events, gifts, hospitality, and other commercial initiatives.
- Assist business teams in identifying and addressing compliance risks during program development and execution.
- Help ensure compliance considerations are integrated into commercial decision-making processes.

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#LI-Hybrid

Your profile

WHAT YOU BRING TO THE ROLE

- Bachelor's Degree

- 7+ years of experience in Compliance, Internal Audit, Risk Management, Governance, Quality Systems, Process Management, or related areas.
- Experience supporting audits, compliance reviews, or process control activities.
- Working knowledge of corporate compliance programs, business ethics, internal controls, and audit principles.
- Strong understanding of process documentation and process improvement methodologies.
- Excellent communication and stakeholder management skills.
- Strong organizational and project coordination abilities.
- Ability to work across multiple functions and manage competing priorities.
- Legal authorization to work in the U.S. is required. Continental is only able to offer visa support for internal individuals who currently hold an existing valid employment visa.

ADDITIONAL WAYS TO STAND OUT

- 10+ years of experience in Compliance, Internal Audit, Risk Management, Governance, Quality Systems, Process Management, or related areas.
- Masters Degree
- Manufacturing related experience

Our offer

THE PERKS

- Immediate Benefits
- Robust Total Rewards Package
- Paid Time Off
- Volunteer Time Off
- Tuition Assistance
- Employee Discounts, including tire discounts
- Competitive Bonus Programs
- Employee 401k Match
- Diverse & Inclusive Work Environment with 20+ Employee Resource groups.
- Hybrid Work
- 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.

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 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.