Pricing & Programs Manager - Truck Tire US

Descrição da função

HOW YOU WILL MAKE AN IMPACT

SG 12

Responsible for developing, implementing, and governing commercial pricing strategies, frameworks, and programs that support profitable growth across Continental's US Truck Tires business. The Pricing Manager ensures pricing architecture, discount structures, incentives, rebates, and customer programs support business objectives while protecting brand value, improving customer profitability, and providing Sales with competitive and executable commercial tools. The role is responsible for establishing a disciplined value-management approach to pricing that aligns customer economics, channel strategy, market conditions, and profitability requirements.

- Develop & maintain pricing strategies, policies, methodologies, and governance processes for all Truck Tire business channels, including dealer, fleet, government, national account, regional account, retread, and digital solution business. Establish pricing corridors, discount structures, approval thresholds, and commercial guardrails that align customer potential, strategic value, cost-to-serve, product mix, and account profitability with overall business objectives. Continuously simplify pricing structures, reduce unnecessary complexity, and improve scalability and transparency within the pricing model.
- Manage dealer and fleet pricing frameworks, including corridor placement, qualification criteria, account segmentation, pricing exceptions, and commercial support programs. Ensure pricing structures appropriately recognize customer buying power, volume potential, share-of-account opportunity, strategic alignment, service requirements, and profitability contribution. Support strategic account negotiations while maintaining pricing discipline and protecting long-term commercial value.
- Develop and manage customer programs, incentives, rebates, purchasing programs, stocking programs, growth initiatives, and performance-based commercial offerings. Establish qualification requirements, payment structures, measurement criteria, and financial expectations for all programs. Evaluate program effectiveness through financial analysis and performance reviews, ensuring programs deliver measurable commercial returns and support strategic objectives. Identify and eliminate duplicate benefits, uncontrolled discounting, and activities that erode profitability.
- Lead pricing governance activities through development of policies, approval matrices, delegated authority structures, exception criteria, and escalation processes. Review pricing exceptions, special commercial arrangements, competitive responses, and non-standard business requests. Ensure all deviations from established pricing frameworks are financially justified, documented, time-bound, and

Identificação da vaga
REF98655Q

Área funcional
Marketing and Sales

Local
Fort Mill

Nível de liderança
Leading People

Modalidade de trabalho
Hybrid Job

Pessoa jurídica
Continental Tire the Americas, LLC

approved at the appropriate organizational level. Maintain organizational discipline while balancing responsiveness to changing market conditions and competitive pressures.

- Partner with Sales, Marketing, Finance & Controlling, Product Management, Route-to-Market, Retread Operations, Supply Chain, Customer Service, Master Data, Business Intelligence, Market Intelligence, and Information Technology to translate commercial strategy into executable pricing structures, programs, systems, and operating procedures. Provide commercial leadership and recommendations that support strategic planning, forecasting, profitability improvement, and business growth initiatives.
- Analyze market conditions, competitive activity, customer purchasing behavior, product performance, economic indicators, pricing realization, and profitability trends to identify opportunities and risks. Utilize financial modeling, predictive analytics, pricing simulations, and scenario analysis to support pricing decisions and business planning. Develop dashboards and reporting tools that provide visibility to pricing performance, corridor compliance, program effectiveness, exception activity, and overall commercial profitability.
- Provide business ownership of pricing implementation and execution within SAP and related commercial systems. Ensure pricing structures, discount programs, rebate mechanisms, customer assignments, and eligibility requirements are accurately configured, maintained, and executed. Work closely with Pricing Systems Administration, Customer Service, Finance, Master Data, and IT to improve automation, data integrity, process standardization, transactional accuracy, and operational efficiency. Develop controls that support consistent pricing execution and reduce pricing leakage across the organization.
- Partner with Product Management to establish pricing and program strategies supporting product launches, product transitions, line extensions, retread solutions, and digital offerings. Ensure pricing actions reinforce intended product positioning, brand strategy, customer value propositions, and profitability objectives throughout the product lifecycle. Evaluate product substitutions, portfolio changes, and market opportunities to maximize long-term business performance.
- Development of processes
- Define procedures governing pricing strategy development, program management, pricing approvals, exception management, and commercial execution. Leverage digital tools and technology solutions to improve pricing administration, reporting, analysis, and program management. Develop pricing tools and resources that enable Sales to communicate customer value, manage opportunities effectively, and execute pricing strategies consistently. Determine dashboard requirements and reporting structures needed to monitor commercial performance and support decision making. Contribute to the development of policies, systems, and process improvements that strengthen pricing governance, profitability management, and organizational effectiveness.

Requisitos

WHAT YOU BRING TO THE ROLE

- Bachelor's degree in Business Administration, Finance, Economics, Marketing, Engineering, Supply Chain, Business Analytics, or a related discipline
- 7+ years related professional experience
- Significant professional experience in pricing, commercial strategy, program management, finance, sales operations, revenue management, or a related commercial function
- Demonstrated experience developing and governing complex pricing structures across multiple customer segments or channels
- Strong understanding of gross margin, contribution margin, rebates, incentives, accruals, price realization, and customer profitability
- Experience leading cross-functional initiatives involving Sales, Marketing, Finance, Operations, Product Management, and Information Technology
- Demonstrated ability to convert business strategy into operational processes, policies, systems, and measurable results
- Experience leading and developing professional employees
- Advanced proficiency with data analysis, financial modeling, scenario analysis, and executive-level business presentations
- Strong written and verbal communication skills
- Ability to influence senior stakeholders and make recommendations in situations involving competing commercial priorities
- Continental is able to provide relocation assistance for this opportunity
- Legal Authorization to work in the US is required. Continental is able to sponsor internal employees for employment visas now or in the future for this job opening.

ADDITIONAL WAYS TO STAND OUT

- Master's degree in Business Administration, Finance, Economics, Engineering Management, Operations Research, Industrial Engineering, Business Analytics, or a related field.
- Experience in the commercial tire, automotive, transportation, industrial manufacturing, distribution, or aftermarket industry
- Experience with SAP pricing, condition records, rebate systems, customer master data, and commercial reporting platforms
- Experience managing national account, dealer, distributor, government, or fleet pricing
- Knowledge of value-based pricing, price elasticity, revenue management, predictive analytics, and commercial segmentation
- Experience leading pricing transformation, process simplification, or commercial systems implementation
- Familiarity with retread economics, lifecycle-cost selling, service networks, and solution-based commercial models

O que oferecemos

THE PERKS

- Immediate Benefits
- Robust Total Rewards Package
- Paid Time Off
- Volunteer Time Off
- Tuition Assistance
- Employee Discounts, including tire discounts

- Competitive Bonus Program
- Employees 401k Match
- Diverse & Inclusive Work Environment with 20+ Employee Resource groups.
- Remote Work
- Employee Assistance Program
- Future Growth Opportunities, including personal and professional
- And many more benefits that come with working for a global industry leader!

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.

Quem somos

THE COMPANY

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 56,000 people worldwide and has 19 production and 16 development sites.