

National Sales Manager - PLT US

Your tasks

HOW YOU WILL MAKE AN IMPACT

****Position is based in Fort Mill HQ; Expected travel is 50-70% domestically therefore actual office time is approximately 25%.**

Directly leads, manages and coaches US PLT field sales team partnering with external customers across the independent dealer, car dealer, national account and government account segments. Develops and executes the national sales strategy aligned with company growth objectives. Secures key insights from the field sales team and U.S. customers and communicates these on an ongoing basis to internal constituents (marketing, pricing, product, etc.) to inform strategy. Provides clear, consistent communication and leadership on sales initiatives to the field team to achieve business objectives. Develops and implements field sales incentive program aligned with these objectives.

This role will have multiple direct Regional Manager reports who each lead a regional sales team.

Sales Leadership and Strategy

- Develop and execute the national U.S. PLT field sales strategy aligned with company growth objectives,
- Identify new business opportunities and customer segments based on field work-withs, Teams postings, QBRs, and Leadership Meetings,
- Drive market penetration and market share growth across focus sellout paths, and
- Monitor industry trends, competitive activities, and market conditions to identify growth opportunities.

Revenue Management

- Provide leadership to regional sales managers to achieve sales and profit goals,
- Establish annual, quarterly, and monthly KPIs and sales plans to achieve,
- Track and report KPIs and implement corrective action, when necessary,
- Monitor competitive pricing, program strategies and customer profitability, within Continental compliance guidelines, and communicate to respective internal team to guide U.S. PLT strategy,
- Collaborate with Controlling Team to maintain period expenses in line with budget, and
- Support Director, as necessary, in the annual budgeting and strat plan processes.

Customer Development

- Build and maintain senior-level relationships with key customers,



Job ID
REF99158A

Field of work
Marketing and Sales

Location
Fort Mill

Leadership level
Leading Leaders

Job flexibility
Onsite Job

Working time
Full Time

Legal Entity
Continental Tire the Americas, LLC

distributors, and channel partners,

- Collaborate with distribution partners to improve market coverage and sales effectiveness,
- Provide market intel to b2b Marketing and Director to improve effectiveness of program, promotion and product launch strategies,
- Drive customer retention and growth initiatives across focus sellout paths,
- Address and resolve escalated customer issues.

Team Leadership & Development

- Recruit, develop, coach, and retain high-performing sales leaders,
- Establish performance expectations, develop and monitor KPIs that drive accountability and performance,
- Collaborate with Key Account Managers, Car Dealer Channel management, and National Account and Government KAMs to provide direction and priorities to the field,
- Partner as necessary with Marketing Team to maximize impact of events (including Uvalde, product launches, driving schools, sponsorships, etc.),
- Ensure effective utilization of CRM systems and sales analytics tools,
- Regularly provide best practice examples and recommendations to field sales leadership to elevate overall performance of the team,
- Track and report competency-based performance measurements as part of midyear and annual dialogs along with TMOD process,
- Build succession plans and career development pathways within the sale team, and
- Complete and provide annual performance reviews. Operate within the Values of Continental Tire

Your profile

WHAT YOU BRING TO THE ROLE

- Bachelor Degree in Business, or related field
- 10+ years professional sales experience
- Demonstrated success delivering revenue growth and market expansion
- Tire industry experience
- 2+ years of management experience
- Advanced level knowledge in the following areas:
 - Expertise with in-house sales tools, including CRM
 - Demonstrated leadership qualities
 - Written and oral communication skills
 - Analytical skills
 - Strategic planning and business acumen
 - Time management abilities
- Internal qualified candidates will meet internal guidelines for this executive level role:
 - 18+ months experience of leading people and/or projects
 - 18+ months working internationally, cross functionally or cross organizationally
 - DCfEL must be complete before a promotion to SG 13
- 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.

- Can offer a relocation package if needed

ADDITIONAL WAYS TO STAND OUT

- 5+ years of management experience
- Salesforce 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.