Compliance & Privacy Officer – US & Canada

Your tasks

HOW YOU WILL MAKE AN IMPACT

The Compliance & Privacy Officer will support key elements of the Company's compliance program including our Code of Conduct, Business Ethics, compliance risk assessments, policies and procedures, internal controls and other compliance initiatives.

The position is also accountable for the US & Canada privacy program, ensuring compliance with evolving privacy laws and embedding privacy requirements into business processes, third party relationships, and AI initiatives.

The successful candidate will possess strong analytical skills, sound judgment on sensitive matters, and the ability to effectively communicate compliance guidance while partnering with stakeholders across the global organization. The position is well suited for someone who thrives in a complex, international compliance environment.

Compliance Program

- Support day-to-day compliance activities related to conflicts of interest, external business activities, gifts and hospitality, and sponsorships.
- Promote and reinforce a culture of integrity, ethical business conduct, accountability, and regulatory compliance across the organization.
- Support implementation and monitoring of compliance requirements related to anti-corruption, antitrust, anti-money laundering – AML and business ethics.
- Regionalize and deliver compliance training materials and policy updates to maintain a high standard of awareness across the workforce.
- Assist in the refinement and maintenance of the company's compliance policies, procedures, and governance frameworks.
- Proactively identify compliance risks, process improvements, opportunities to drive issues through resolution, and effective risk-based compliance and privacy controls.
- Monitor legislative, regulatory, and enforcement developments and translate them into clear, practical guidance for the business.
- Keep abreast of developments in compliance, ethics, privacy, data protection, AI governance, and related regulatory requirements, and proactively advise the business on emerging risks, trends, and compliance obligations.

Data Privacy Advisory

- Advise on compliance with global, federal, and state under applicable U.S. and Canadian privacy laws, including GDPR, CCPA/CPRA, and VCDPA, and other emerging regulations.
- Draft, review, and negotiate data protection agreements (DPAs),

Job ID
REF99333M

Field of work
Law & Intellectual Property

Location
Fort Mill

Leadership level
Leading Self

Job flexibility
Onsite Job

Working time
Full Time

Legal Entity
Continental Tire the Americas, LLC

privacy terms, vendor contracts, and cross border data transfer mechanisms.
- Collaborate closely with Information and Cyber Security and IT teams on incident response, including breach assessment, notification obligations, regulatory reporting, risk mitigation remediation strategies, and continuous improvement of incident management processes.
- Lead and support the development, implementation and ongoing maintenance of privacy governance documentation, including records of processing activities, data inventories, privacy policies, internal procedures, data retention schedules, and related governance frameworks.
- Conduct Privacy Impact Assessments (PIAs), data mapping, and privacy risk evaluations for new products, technologies, systems, AI solutions, vendors and business initiatives, ensuring that privacy-by-design principles and regulatory requirements are effectively integrated into business operations.
- Provide legal guidance on data collection, use, retention, and sharing, including consent, cookies, and marketing practices.
- Monitor and interpret evolving privacy laws and regulatory guidance; develop and delivery privacy awareness and training for internal stakeholders.
- Assist with regulatory inquiries, audits, and responses to data subject requests (DSRs/DSARs).

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Your profile

WHAT YOU BRING TO THE ROLE

- Bachelor's Degree
- JD Degree from ABA Accredited Law School
- Admitted to the Bar in at least one state
- 5+ years experience as an attorney in a corporation, law firm or both
- Proven track record in compliance and data privacy
- Strong understanding of GDPR, CCPA/CPRA, VCDPA, and other relevant privacy frameworks.
- Experience drafting and negotiating technology, SaaS, AI Initiatives and data related agreements.
- Strategic legal thinking and business acumen
- Exceptional communication and negotiation skills
- Intercultural sensitivity and leadership
- Project management and analytical skills
- Legal authorization to work in the U.S. is required. Continental is only able to offer visa support for internals individuals who currently hold an existing valid employment visa.
- Can offer a relocation package if needed

ADDITIONAL WAYS TO STAND OUT

- Fluent in Spanish and/or Portuguese
- Work experience in a global manufacturing and technology company

- Tire and/or Automotive industry experience
- 7+ years experience as an attorney in a corporation, law firm or both

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 - 60/40 onsite
- 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 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.