

Production Associate – Experienced or Entry-Level Training Program

Your tasks

YOUR TASKS

Continental is hiring Production Associates through two pathways based on experience.

1. Experienced Manufacturing Candidates

Candidates with at least one year of experience in a manufacturing environment may be considered for direct placement into production. Candidates must be available to work an assigned 12-hour day or night shift, including every other weekend.

2. Candidates without manufacturing experience may be considered for the Manufacturing Skills Program, which combines classroom training with hands-on shopfloor exposure.

Candidates without previous manufacturing experience may be considered for Continental's four-week Manufacturing Skills Program. The program combines classroom training with hands-on shopfloor experience to prepare participants for success in a manufacturing environment.

During the four-week program, participants will follow a Monday-Friday, 40-hour schedule. This includes four hours of classroom training one day per week, with the remaining time spent gaining shopfloor experience.

Participants will be evaluated throughout the program based on attendance, punctuality, engagement, effort, classroom and shopfloor performance, final exam results, and trainer and supervisor feedback.

Candidates who successfully complete and pass all program requirements will be placed in a Production Associate position. The assigned position may be on day or night shift based on business needs and will follow a 12-hour, 2-2-3 Panama schedule, including every other weekend.



Job ID

REF99417V

Field of work

Manufacturing Operations and Production

Location

Sumter

Leadership level

Leading Self

Job flexibility

Onsite Job

Working time

Full Time

Salary classification

17.59 USD - 19.99 USD hourly gross

Legal Entity

Continental Tire the Americas, LLC

HOW YOU WILL MAKE AN IMPACT

All Production Associates will:

- Follow all plant, environmental, safety, quality, and departmental processes and procedures.
- Operate equipment and perform assigned production tasks safely and efficiently.

- Follow written work instructions, product specifications, and standard operating procedures.
- Monitor product quality and accurately document required production information.
- Use hand tools, computers, scanners, tape measures, and other measuring or gauging devices.
- Communicate effectively with supervisors, trainers, and team members.
- Demonstrate dependable attendance, punctuality, engagement, and a strong work ethic.
- Maintain a clean, organized, and safe work area.
- Work independently and as part of a team in a fast-paced manufacturing environment.
- Complete other duties as assigned.

NOTE: May not be inclusive of all work required and may be updated as needed.

Your profile

BASIC

- **Education:** High school diploma or equivalent.
- **Shift:** Must be able to work 12 hour 2-2-3 pattern (panama) shift 6:45-7:00 (can be either days or nights) including every other weekend.
- **Skills:**
 - Strong attention to detail with a focus on quality.
 - Ability to receive and follow written and oral instructions and adhere to procedures.
 - Ability to read specs and use hand tools, computers/scanners, tape measures, and other gauging devices to monitor current and ongoing product quality.
 - Ability to work in a fast paced environment and either as a team or individually.
 - Follow safety and quality standards.
 - Willingness to learn and adapt to new processes.
 - Strong communication skills and a team-oriented attitude.
 - Basic mechanical aptitude and problem-solving abilities.
 - Troubleshooting and critical thinking skills and attention to detail.
- **Experience:** Candidates must qualify through one of the following pathways:
 - At least one year of manufacturing experience, military experience, or closely related experience; or
 - Selection for the Manufacturing Skills Program. Previous manufacturing experience is not required for this pathway.

- **Work Authorization:**

- Legal authorization to work in the U.S. is required. Continental is not able to offer visa support.
- Continental is not able to pay relocation expenses for this opportunity.

- **Working Conditions:**

- Requires standing for long periods and operating machinery in a manufacturing environment.
- Must be able to bend, climb, squat, crawl, reach, and twist frequently.
- Must be able to lift up to 20-75lbs frequently and occasionally up to 100lbs.
- May involve exposure to noise, dust, and varying temperatures.

- **PREFERRED**

- Previous manufacturing, production, industrial, mechanical, warehouse, or military experience.
- Experience working in a safety- and quality-focused environment.
- Experience working a rotating or 12-hour shift schedule.

Our offer

All your information will be kept confidential according to EEO guidelines.

This is a general posting for our production environment as a whole. The starting hourly wage range is \$17.59 - \$19.99 depending on position placement.

- Immediate benefits
- Weekly pay
- 401k match
- Paid Time Off (PTO): Employees are required to use available PTO during scheduled plant shutdowns.

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.