

Chief Compliance Officer (m/f/d) - Senior Executive - REF99659X

Your tasks

As Chief Compliance Officer (m/f/d), you will lead Continental's global Compliance function and play a pivotal role in fostering a culture of integrity, accountability, and responsible business conduct worldwide.

As a member of the Quality, Integrity, Law & Sustainability (QILS) organization, you will contribute to the ongoing evolution of Continental's governance framework, helping to advance an integrated, effective, and future-oriented approach to governance, risk, and compliance.

This is a highly visible Senior Executive leadership role with direct exposure to the Executive Board and other key governance bodies. Beyond ensuring effective Compliance risk management, you will act as a trusted advisor and strategic partner, helping the organization navigate an increasingly complex regulatory and business environment.

We are looking for a leader who combines deep Compliance expertise with strategic vision, business acumen, and a passion for transformation, digitalization, and organizational excellence.

Your Responsibilities

- Lead and further develop Continental's global Compliance organization and Compliance Management System.
- Define and implement the company's global Compliance strategy, policies, and governance framework.
- Lead the prevention, detection, investigation, and remediation of key compliance risks, including antitrust, anti-corruption, fraud, and money laundering.
- Drive enterprise-wide Compliance risk assessments and ensure effective mitigation measures.
- Foster a strong culture of ethics, integrity, and accountability across the organization.
- Advise senior management and governance bodies on material compliance matters, emerging risks, and regulatory developments.
- Oversee Compliance monitoring, investigations, reporting, and whistleblower processes.
- Define key Compliance metrics and regularly assess the effectiveness and maturity of the Compliance program.
- Drive innovation, digitalization, data analytics, and AI-enabled solutions within the Compliance function.
- Collaborate closely with Legal, Internal Audit, Quality, Sustainability, and other governance functions to strengthen Continental's overall governance framework.
- Lead the global Compliance team and actively shape organizational and people development, building strong leadership capabilities, fostering collaboration across functions and regions, and



Job ID
REF99659X

Field of work
Compliance

Location
Hanover

Leadership level
Leading Business

Job flexibility
Onsite Job

Working time
Full Time

Contact
Dana Brötje

Legal Entity
Continental Aktiengesellschaft

developing organizational talent to ensure a future-ready Compliance organization.

Your profile

- Fully qualified lawyer or comparable academic qualification.
- Extensive professional experience in Compliance, Ethics, Governance, Risk Management, Antitrust/Competition Law, Anti-Corruption, or related fields.
- Significant leadership experience in a multinational corporation, international law firm, or similarly complex global environment.
- Proven track record of leading international and cross-functional teams.
- Strong knowledge of global Compliance frameworks, governance systems, and regulatory environments.
- Experience operating successfully within complex matrix organizations.
- Outstanding stakeholder management and influencing skills, including interaction with Executive Boards and Supervisory Boards.
- Strategic mindset combined with strong analytical and problem-solving capabilities.
- Demonstrated experience leading organizational transformation and driving innovation.
- Fluent English & German language skills are required

Applications from severely handicapped people are welcome.

Our offer

- **Excellent compensation:** Your performance and level of responsibility deserve recognition. You will receive an attractive salary complemented by variable compensation.
- **Individual mobility solution:** As an important member of our leadership team, you are provided with a company car that offers flexibility and comfort for both business and private use.
- **Flexibility that fits your life:** This position is generally intended to be filled on a full-time basis. At the same time, we are open to individual part-time arrangements, provided they are compatible with the requirements of the role. With flexible working hours, mobile working, and sabbaticals, we will find a working model that suits your individual needs.
- **Time off that truly matters:** Enjoy 30 days of paid vacation per year.
- **Secure your future:** With our company pension plan, we already invest today in your financial security of tomorrow.
- **Strategic development:** We invest in your future by supporting your growth through individually tailored development and training programs.
- **Borderless opportunities:** As an EU citizen, you can work remote from other EU countries for up to 40 days per year – offering greater freedom and international flexibility.
- **Health in focus:** Every two years, we offer you a comprehensive medical check-up conducted by experienced medical specialists.
- **Exclusive employee benefits:** Take advantage of attractive discounts and a wide range of employee benefits.

- **Stay fit – nationwide:** With our comprehensive range of health and wellness initiatives, you stay active – wherever you are in Germany.
- **Sustainable mobility:** Use our “JobRad” bike leasing program and secure your preferred bicycle at attractive conditions – for more fitness, climate protection, and enjoyment on your daily commute.
- **A family-friendly culture:** We support you with various offers that help balance work and family life, such as on-site childcare places and free emergency childcare services.
- **Support when it matters most:** The Fürstenberg Institute provides you with a confidential external point of contact for professional advice and support in both personal and professional matters.
- **A work environment that embraces diversity:** Look forward to working in a diverse and international environment through collaboration with our global locations.

For more information about the employee benefits you can expect at Continental, please visit our [benefits page](#). If you would like to learn more about our location, feel free to visit our site page: [Hannover Corporate Headquarters](#).

[Diversity, Inclusion & Belonging](#) are important to us and make our company strong and successful. We offer equal opportunities to everyone - regardless of age, gender, nationality, cultural background, disability, religion, ideology or sexual orientation.

If this sounds like a perfect match for you and if you want to become the next supporter of our core values: **Trust, for one another, passion to win and freedom to act** - we are looking forward to receiving your application.

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 and smarter. 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.