

Lead TMOD Specialist

Your tasks

The Lead Training & Organizational Development (TMOD) Specialist leads the plant's learning, development, and workforce capability strategy. This position is responsible for driving employee development, shopfloor training effectiveness, leadership development, succession planning, and organizational growth initiatives that support operational excellence and business objectives. The Lead TMOD Specialist partners closely with plant leadership, operations, maintenance, quality, safety, and HR teams to build a highly skilled workforce, strengthen leadership capabilities, and foster a culture of continuous learning and improvement.

How You Will Make an Impact

- Lead and manage the plant's training and qualification system to ensure employees are properly trained, certified, and prepared for their roles.
- Partner with production, maintenance, operations, quality, safety, and support functions to identify skills gaps and prioritize training needs.
- Oversee the delivery of technical, operational, compliance, and on-the-job training programs.
- Ensure training records, certifications, audits, and documentation are accurate, compliant, and maintained in accordance with company standards.
- Develop and manage the annual training plan, training calendar, and associated budgets.
- Measure training effectiveness through established KPIs and implement corrective actions when learning objectives are not achieved.
- Promote a culture of learning, growth, accountability, and continuous improvement across all levels of the organization.
- Design and implement leadership development programs for supervisors, managers, and emerging leaders.
- Support organizational and cultural initiatives focused on employee engagement, accountability, performance, and continuous improvement.
- Facilitate onboarding, upskilling, and professional development programs for critical roles throughout the plant.
- Lead talent development initiatives that strengthen workforce capabilities and support succession planning.
- Develop and manage programs supporting higher education, internships, apprenticeships, and workforce development initiatives.
- Build and maintain partnerships with technical colleges, workforce agencies, and apprenticeship organizations to strengthen talent pipelines.
- Ensure apprenticeship and workforce development programs align with plant training standards and support successful employee



Job ID
REF99888A

Field of work
Human Resources

Location
Clinton

Leadership level
Leading People

Job flexibility
Onsite Job

Working time
Full Time

Legal Entity
Continental Tire the Americas, LLC

development and placement.

- Own and administer the employee performance review process for both shopfloor and administrative employees.
- Partner with leaders across the plant to ensure consistent execution of performance management practices and development planning.
- Monitor completion, quality, and effectiveness of performance review activities in accordance with company guidelines.
- Lead, coach, and develop a team of trainers and training specialists.
- Translate business strategies into actionable development plans and measurable workforce initiatives.
- Establish metrics and reporting processes to evaluate program effectiveness and organizational impact.
- Drive accountability by clarifying expectations, coaching employees and leaders, and supporting achievement of development goals.
- Support quality, safety, and operational excellence initiatives through training, coaching, and capability-building activities.
- Lead or participate in special projects and strategic initiatives as assigned by plant and HR leadership.

Your profile

WHAT YOU BRING TO THE ROLE

- Bachelor's degree in Human Resources, Business Administration, Organizational Development, Industrial Engineering, Education, or a related field.
- Minimum of five (5) years of experience in training, learning and development, organizational development, or a related human resources function.
- Proven leadership experience managing teams, projects, or cross-functional initiatives.

ADDITIONAL WAYS TO STAND OUT

- Master's degree or equivalent combination of education and experience.
- Experience in a manufacturing, industrial, or production environment.
- Experience leading shopfloor, technical, or operational training programs.
- Knowledge of adult learning principles, leadership development, succession planning, and organizational effectiveness.

Our offer

THE PERKS

- Immediate Benefits
- Paid Time Off
- Volunteer Time Of
- Tuition Assistance
- Employee Discounts, including tire discounts

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

THE ENVIRONMENT

- Safety is our highest priority and safety procedures / guidelines must be always adhered to. This includes safety wear such as company issued/approved steel toe shoes, safety glasses, hearing protection, etc. as needed in the required areas.
- This role is within a climate-controlled area of the facility.

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

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.

Are you ready to shape the future with us?