TALENT ACQUISITION PARTNER. VILNIUS, LITHUANIA / HYBRID WORK

Finding great talent is rarely straightforward, especially in a unique and dynamic aviation environment. We are looking for a Talent Acquisition Partner who enjoys the challenge of identifying, attracting and securing the people who will help shape the future of our business. In this role, you will act as a trusted partner to hiring managers, helping them navigate hiring decisions, challenge assumptions and build high-performing teams.

What you will be trusted with:

- Partner closely with hiring managers as a trusted advisor, aligning expectations, challenging assumptions and shaping effective hiring strategies.
- Develop and execute sourcing strategies for diverse roles across multiple countries, from frontline and operational positions to specialist, technical and leadership roles.
- Build and maintain strong talent pipelines through proactive sourcing, networking, referrals and long-term candidate engagement.
- Take ownership of the full-cycle recruitment process for assigned roles, from intake and market mapping to offer management and onboarding handover.
- Support hiring managers with interview design, assessment methods, feedback quality and objective selection decisions.
- Design and execute targeted attraction campaigns that strengthen employer branding and connect with relevant talent pools.
- Ensure a consistent, professional and candidate-focused recruitment experience throughout every stage of the process.
- Contribute to recruitment process improvements, sharing best practices and helping raise the quality and efficiency of talent acquisition across the organisation.
- Own recruitment tracking, reporting and data quality to provide visibility on progress, risks, priorities, hiring outcomes and informed decision-making.

What we value in this role:

- Has 3+ years of experience in talent acquisition, recruitment or talent sourcing, ideally in an international environment.
- Builds trusted relationships with hiring managers and is comfortable challenging assumptions, influencing decisions and managing expectations.
- Is confident in sourcing diverse roles and adapts search strategies to role complexity, market conditions and business priorities.
- Uses talent mapping, candidate engagement, selection methods and recruitment metrics to identify, attract and secure talent in competitive markets.
- Uses recruitment data and market insights to support hiring decisions and improve recruitment outcomes.
- Has strong communication and relationship-building skills, with the ability to manage expectations professionally and constructively.

- Is highly organised and able to prioritise multiple recruitment campaigns, deadlines and stakeholders at the same time.
- Is candidate-experience minded and understands the importance of clear communication, respectful feedback and employer brand representation.
- Has strong Microsoft 365 skills and hands-on experience with ATS platforms.
- Has a strong command of English and demonstrates a positive, professional and ownership-driven approach.

What we offer you:

- A broad and impactful Talent Acquisition Partner role supporting hiring across multiple countries and functions.
- Private health insurance after 3 months with the company.
- Additional vacation days based on seniority after 2 years with the company.
- Hybrid work options in line with company policy.
- A Wellness Day to take care of yourself and a Birthday Day to celebrate.
- Mindletic mental wellbeing support.
- Sports club and childcare support for your convenience.
- An entertainment flight in a full-flight aviation training simulator.
- Public transport coverage during weekdays or parking near the office.
- Discounts and special offers from companies across the group.
- A structured onboarding plan to help you settle in smoothly.
- An international and multicultural environment in a unique and dynamic aviation industry.
- Opportunities for professional growth and career development.

Salary: from 2400 € to 3465 € (brutto)

BAA Training is one of the TOP 3 biggest independent aviation training centres in Europe providing a full scope of aviation training solutions on both – B2B and B2C levels. We are accelerating with the ambitious expansion in Europe and Asia and working with clients from 96 countries. Our mission is to provide aviation community with highly-qualified aviation professionals.