

HEAD OF HR. STOCKHOLM, SWEDEN

We are looking for a candidate for the **Head of HR position for Aviator Airport Alliance AB (Aviator)**, which belongs to Global group of aviation professionals Avia Solutions Group. Aviator Airport Alliance AB is a Swedish holding company with 10 subsidiaries in Sweden, Denmark, Norway and Finland.

We are a people focused and labor-intensive business, having activities at 16 sites in Sweden, Norway, Denmark, Finland and Lithuania. This position is at a Group level and will be working closely with local HR teams.

Avia Solutions Group is the leading aviation business group, operating across all the continents with offices in Ireland, USA, Asia Pacific, UAE, Lithuania, South Africa, Australia. Backed by 14,000 highly skilled aviation professionals, the group is the largest global ACMI (Aircraft, Crew, Maintenance, and Insurance) provider, operating around 221 aircraft fleet. The Group also provides various aviation services such as MRO (maintenance, repair, and overhaul), pilots and crew training, ground handling and other interconnected solutions.

Key Responsibilities:

- Develop and implement a comprehensive HR strategy aligned with the company's objectives, growth plans, and Group goals.
- Partner with the executive team to shape organizational culture and promote diversity, equity, and inclusion.
- Advise leadership on workforce planning, succession planning, and talent development strategies.
- Collaborate with local teams to develop innovative strategies to enhance employer branding and position of the company as a top employer in 4 countries.
- Design and implement retention strategies, including career development programs and employee engagement initiatives, in partnership with local teams.
- Oversee the implementation of performance appraisal systems, ensuring alignment with business objectives.
- Initiate and coordinate training and development programs with Training department and local HR teams, to build employee skills and leadership capabilities. Cementing Aviator as the preferred employer with world class leadership and highly engaged employees.
- Provide coaching and mentoring to managers.
- Ensure HR policies and procedures comply with legal and regulatory requirements across multiple jurisdictions.
- Liaise with union representatives to ensure positive collaboration and compliance with local regulations.
- Implement HR systems and tools to streamline operations and enhance data-driven decision-making.
- Monitor and report on key HR metrics, such as employee turnover, satisfaction, and productivity as per Group requirements.
- Promote a positive work environment that reflects the company's values of excellence, innovation,

and global collaboration.

- Organize initiatives and programs to foster employee engagement, satisfaction, and well-being.
- Act as a cultural ambassador, ensuring alignment of HR initiatives with the company's mission.
- Design and manage competitive compensation and benefits programs to attract and retain top talent.
- Conduct market benchmarking to ensure competitiveness and fairness in pay structures.
- Evaluate and optimize total rewards strategies to support employee motivation and performance.

Key Qualifications

- Bachelor's degree in human resources, Business Administration, Organizational Development, or a related field (Master's degree or HR certifications preferred).
- Minimum 5 years of progressive HR leadership experience, including experience in a global organization. Preferably from labor intensive industry.
- Proven track record of implementing innovative HR solutions in high-growth environments.
- Strong leadership and team management abilities.
- Expertise in employment law and unions, as well as HR compliance across multiple jurisdictions.
- Exceptional interpersonal and communication skills, with the ability to influence at all levels.
- Fluent in written and spoken English. Ideally knowledge of Scandinavian languages and/or Finnish.
- Proficiency in HR software and analytics tools.
- Familiarity with global workforce dynamics and best practices for managing diverse, remote teams.

We Offer

- Be a key leader in shaping the future of an innovative company in aviation industry.
- Work in a globally diverse environment with a mission-driven team.
- You will be reporting directly to the CEO and be a part of Group Executive Committee.
- The position will be based at our Head Office at Stockholm-Arlanda or one of our regional offices. If based at one of our regional offices, some presence at Head Office will be required.
- The position involves travel.
- You will be an integral part of shaping the life at work for more than 3000 dedicated colleagues.