



HEAD OF TRAINING. ALL CITIES, ALL COUNTRIES

We're looking for a leader who can combine aviation expertise with strong management skills. As Head of Training, you will oversee pilot training operations across BAATRaining's European locations, ensuring high-quality standards, regulatory compliance, and efficient daily operations.

This role offers the opportunity to lead a team, manage ATO operations, optimize training programs, and collaborate with aviation authorities. You will have the freedom to improve processes, drive innovation, and shape the future of our Approved Training Organization (ATO).

If you are a pilot with managerial experience, a passion for leadership, and enjoy managing complex operations, we would love to hear from you.

We promise a highly challenging field and wide scope of responsibilities, which will initially cover:

- Lead and manage ATO training operations, ensuring compliance with Part-FCL, ORA.ATO.110(b), and regulatory standards.
- Oversee and coordinate deputies and postholders (CFI, CTKI), ensuring efficient management, clear accountability, and operational excellence.
- Manage the development, review, and implementation of ATO manuals, training programs, and schedules, ensuring regulatory compliance and alignment with organizational goals.
- Supervise training progress, evaluate performance, and take corrective actions to maintain high standards.
- Identify and mitigate safety risks, assess hazards, and implement strategies to maintain safety and regulatory compliance.
- Provide management oversight in analyzing training quality, using feedback and data to drive process improvements.
- Report operational, safety, and performance issues to the Accountable Manager, ensuring transparency and accountability.
- Represent the ATO in external relations with Aviation Authorities and collaborate with internal departments (Sales, HR) to ensure alignment with company objectives.
- Lead continuous improvement efforts and optimize training processes, fostering a culture of quality and operational efficiency.

- Managed departmental goals, KPIs, and resource allocation, aligning them with strategic business objectives.
- Lead and mentor the team, promoting a professional, collaborative environment, and fostering Lean-based efficiency.
- Oversee ad hoc training and FSTD assessments as necessary, ensuring high-quality execution.

We dream about a team member who:

1. Has extensive understanding of regulatory requirements applicable to pilot training and ATO management.
2. Has proven experience in leading and managing an ATO or airline department, including oversight of financial, operational, and administrative functions, holding a Post Holder position.
3. Has at least 50 hours of training experience as a Type Rating Instructor (TRI) or Synthetic Flight Instructor (SFI) and holds an ATPL(A) license.
4. Holds or has held a Type Rating Examiner (TRE) qualification issued by an EASA-recognized Regulatory Authority (advantage).
5. Has completed specialized training in managing human resources (advantage).
6. Has strong people management skills.
7. Has completed Safety Management System (SMS) courses within the past two years (advantage).
8. Is an effective operational independent user of the English language.
9. Has good skills in a Microsoft Office 365 environment or basic conceptual computer literacy.
10. Has strong communication skills.
11. Is able to work independently, is self-motivated, and willing to take ownership.
12. Knows how to manage several complex projects simultaneously.
13. Has analytical and conceptual thinking skills.
14. Is willing to share skills, knowledge, and expertise.
15. Is flexible with good time management skills.
16. Has a respectful and positive attitude.
17. Is eager to learn every day and believes aviation could be the love of one's life.

What we offer you:

- A health insurance package after 3 months working for the Company.
- Contribution to your pension fund for seniority

- Additional holiday days for seniority after 2 years of work for Company.
- A Wellness Day to take care of yourself and a Birthday Day to celebrate.
- Mental gym to support your emotional wellbeing from Mindletic.
- Public transport cover during the workdays or parking space near the office.
- Extensive onboarding plan to ease your integration into company.
- An international and multicultural environment in vibrant industry with plenty of challenges to achieve.
- Personal growth possibilities if you are eager to progress in your career, we have a bunch of examples to share.

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.