



TALENT MANAGEMENT SUPERVISOR. BANGKOK, THAILAND

Welcome aboard!

About us:

BBN Airlines Thailand is a leading provider of ACMI (Aircraft, Crew, Maintenance, and Insurance) and charter aircraft services across Thailand, tailored to meet the operational needs of airlines, tour operators, and aviation stakeholders worldwide.

As a partner of **Avia Solutions Group** — the world's largest ACMI provider — we have access to a global network of over 250 aviation businesses and are backed by a team of 14,000+ aviation professionals. The group's comprehensive services include MRO (Maintenance, Repair, and Overhaul), pilot and crew training, ground handling, and a wide range of aviation support solutions.

Key responsibilities:

- **Recruitment and Talent Acquisition:** Developing and implementing strategies to attract and hire top talent, identifying the right channels to source candidates, conducting interviews, assessing candidates' skills and competencies, and coordinating with other Directorates to ensure a seamless onboarding process.
- **Performance Management:** Developing and implementing performance management programs, setting goals and expectations, conducting performance evaluations, providing feedback, and coaching, and creating development plans to help employees achieve their career aspirations.
- **Training and Development:** collaborate with training department in Identifying soft skill gaps and designing and delivering soft skill training programs to develop employees' soft skills and knowledge, coordinating with internal or external training providers, and creating career development plans to foster employee growth. Managing the training platform (Moodle) as per group standard.
- **Succession Planning:** Developing and implementing succession planning programs to identify and develop future leaders within the organization, creating talent pipelines, and ensuring smooth transitions when key employees leave the organization.
- **Employee Engagement:** Developing and implementing employee engagement programs to foster a positive work environment, ensuring employees feel valued and recognized, and promoting employee morale and satisfaction.
- **HR Analytics:** Collecting and analyzing HR data to identify trends, measure the effectiveness of HR

programs, and making data-driven decisions. Implement and monitor talent management programs including performance reviews, career development, and succession planning.

- Maintain up-to-date knowledge of industry trends and best practices in talent management

Qualifications and experience:

- Thai Nationality
- Bachelor's degree in human resources, Business Administration, or related field
- More than 2 years of experience in HR or talent management roles (Airlines business's preferred)
- Ability to multitask and prioritize tasks effectively from aviation is a benefit.
- Strong interpersonal and communication skills.
- Analytical mindset with experience in using HR metrics and data.
- Ability to manage multiple projects and stakeholders.
- Familiarity with HR systems and talent management software.

How to apply:

If you have the skills and experience (or thereabouts), we'd love to hear from you! Please submit your cover letter and/or resume addressing the points mentioned above.

Please note:

Only shortlisted candidates will be contacted for an interview. You must be able to successfully pass pre-employment and continuing medical, drug and alcohol pathology screening. **BBN Airlines Thailand** is committed to equal opportunity employment through fair recruitment practices.

"Shape Your Future with Us"

BBN Airlines Thailand is the premier ACMI leasing and on-demand charter services operator based in Thailand.