



SAFETY MANAGER. LLEIDA, SPAIN

We're looking for a Safety Manager based in **Lleida-Alguaire**, where our pilot training takes place. Being on site is preferred to stay close to daily operations, but we're also open to exceptional candidates who can work remotely and are ready to travel often. This role is not just ticking the compliance boxes, but truly drive a culture where safety is lived and breathed every day. It's your chance to shape how future pilots are trained, ensure our operations meet the highest EASA standards, and work with people who believe aviation safety is more than a rulebook, it's a way of thinking.

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

- Overseeing and optimizing the Safety Management System (SMS) and its compliance processes specific to the activities of the Approved Training Organization (ATO)
- Sharing expertise and knowledge on safety management with colleagues
- Committing to ongoing personal and professional development in aviation safety
- Ensuring that all aviation training activities adhere to both internal and external safety requirements, as established by EASA regulations (PART-ORA, PART-FCL)
- Managing the safety processes within the ATO
- Preparing, maintaining, and managing safety-related reports, facilitating hazard identification, risk analysis, and risk management within the ATO
- Maintaining the safety reporting system and providing safety consultations across the organization
- Ensuring compliance with the Organization Management Manual (OMM) and the Emergency Response Plan, updating these documents as required
- Leading investigations into incidents and accidents, ensuring timely reporting to the Transport Competence Agency (TCA) and implementing risk mitigation measures
- Promoting a "Just Culture" within the ATO and encouraging safety reporting among staff
- Organizing and conducting SMS training for employees
- Preparing and managing reports for Safety Review Board (SRB) meetings, monitoring the implementation of SRB tasks and safety recommendations
- Ensuring SMS compliance with EASA regulations, including PART-ORA and PART-FCL, and promoting safety assurance across the training organization
- Regularly reviewing and updating the OMM and the Emergency Response Plan, submitting them for TCA approval when necessary
- Facilitating hazard identification, risk analysis, and risk management
- Managing employee and instructor onboarding with regard to safety procedures and regulations
- Working according to approved company processes
- Working with company's IT systems to monitor and ensure a smooth Safety Management process.
- Participating in daily meetings based on Lean principles
- Setting and achieving short-term and long-term goals in accordance with the company's strategic goals
- Performing other duties and responsibilities assigned by direct manager

We dream about a team member who:

- Has more than two years of experience in Civil Aviation
- Has completed external SMS courses within the past 2 years
- Has recent experience in safety management assurance area
- Is familiar with the internal quality system standards, Safety Management System (SMS) processes, and ICAO Annex 19
- Has experience in managing safety systems and compliance for aviation training organizations or airlines
- Holds or has held a pilot license
- Has good skills in a Microsoft Office 365 environment or has basic conceptual computer literacy
- Is able to work independently and is self-motivated and willing to take ownership
- Knows how to manage several complex projects at once
- Has analytical and conceptual thinking skills
- Has willingness to share skills, knowledge and expertise
- Uses the English language at an effectively operational and independent level
- Is flexible with good time management skills
- Has respectful and positive attitude
- Wants to learn every day and thinks 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
- Work from home in compliance with company policy.
- Additional holiday days for loyalty 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.
- An entertainment flight with a full flight aviation training simulator.
- A shuttle bus service from Lleida city to the airport or parking space near the office.
- Extensive on boarding plan to ease your integration into the company.
- An international and multicultural environment in vibrant industry with plenty of challenges to achieve as well as duty trips to headquarters in Lithuania.
- Opportunities to grow. if you're motivated to develop your career, we have plenty of real examples to prove it's possible.

Safety Manager Career map

SAFETY MANAGER

€ 2300 - € 2750 GROSS

Demonstrates good to deep knowledge of safety management and is able to work independently on a range of tasks, including moderately complex ones.

SENIOR SAFETY MANAGER

€ 2975 - € 3550 GROSS

Demonstrates a highly comprehensive and advanced understanding of safety management, is able to independently lead complex initiatives, drive improvements and mentor others.

SAFETY MANAGER EXPERT

€ 3900 - € 4650 GROSS

Demonstrates exceptional mastery and strategic insight into safety management. Recognized as a go-to authority, contributes to organizational strategy, shapes best practices, and drives innovation across the field. Acts as a mentor and advisor to others, ensuring knowledge transfer and long-term capability growth.

Salary: from 2300 € to 4650 € (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.