



SENIOR LEARNING & DEVELOPMENT PARTNER. FRANKFURT, GERMANY

Are you ready to charter your own career?

The runway to success in global aviation begins here...

Purpose of the Role

The **Senior Learning & Development Partner** leads Chapman Freeborn's people development and training strategy, building a high-performing and future-ready workforce. The role focuses on enhancing leadership capability, employee engagement, and continuous learning, ensuring all development initiatives are aligned with business goals and company culture.

Responsibilities of the Role

- Develop and implement a learning and development strategy aligned with business objectives.
- Partner with HR and business leaders to identify skill gaps and create effective learning solutions.
- Design and oversee training programs, including onboarding, leadership, technical, and soft skills development.
- Introduce innovative learning approaches, including digital and blended learning platforms.
- Support talent development through career frameworks, succession planning, and high-potential programs.
- Promote a culture of continuous learning and professional growth across the organization.
- Track and report on training outcomes, KPIs, and ROI to measure program effectiveness.
- Collaborate with internal teams and group companies to ensure consistent development practices.
- Lead and mentor the L&D team to drive engagement, innovation, and performance.
- Manage budgets, resources, and vendors efficiently.
- Ensure compliance with company policies and data confidentiality standards.
- Travel as needed to support learning initiatives globally.

Qualifications

- Proven experience in senior or strategic learning and development roles.
- Strong expertise in organizational development, talent management, and change leadership.
- Skilled in influencing and collaborating with senior stakeholders.
- Proficiency in modern learning technologies and methodologies.
- Excellent communication, analytical, and project management skills.

What We Offer

- Competitive salary
- Comprehensive benefits package
- Opportunity to join a global company and be part of a diverse international team
- Professional development and career opportunities
- Unlimited access to thousands of courses on LinkedIn Learning platform

With more than 50 years of experience, the Chapman Freeborn group provides a diverse range of aviation-related services on a global basis. Our expertise in all areas of the air charter industry makes us the number one choice for many of the world's leading logistics providers, multinational corporations, travel partners, and well-known names from the entertainment business.

Chapman Freeborn is a family member of Avia Solutions Group, a leading global aerospace services group with almost 100 offices and production stations providing aviation services and solutions worldwide. Avia Solutions Group unites a team of more than 14,000 professionals, providing state-of-the-art solutions to the aviation industry and beyond.

Chapman Freeborn provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, colour, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

Chapman Freeborn combines over 46 years of experience with unrivaled global coverage to meet the air charter requirements of customers 24 hours a day, 365 days a year. The company's diverse client base includes major corporations, governments, non-governmental organizations (NGOs) and relief agencies, as well as high net worth individuals (HNWIs) and prominent figures from the entertainment world.