



PEOPLE & CULTURE DIRECTOR. PUNTA CANA, DOMINICAN REPUBLIC (THE)

ABOUT COMPANY:

FL Technics is a global provider of tailor-made services for aircraft maintenance, repair, and overhaul (MRO), delivering solutions to commercial aviation customers worldwide. FL Technics operates in a vast network of representative offices, hangars, and shop facilities, as well as the largest independent line maintenance stations network across Europe, Asia Pacific, Africa, the Middle East, Canada, and is now expanding to the Caribbean.

With the imminent opening of our new hangar in Punta Cana, we are actively seeking exceptional individuals to join our innovative multibillion MRO family. The ideal candidates will be key contributors to our dynamic team, playing a pivotal role in shaping the success of our operations in the Dominican Republic.

FL Technics is part of Avia Solutions Group, the world's largest ACMI provider, operating a fleet of 192 passenger and cargo aircraft worldwide.

PEOPLE & CULTURE DIRECTOR FOR FL TECHNICS PUNTA CANA

YOUR TASKS:

- Develop and implement HR strategies and procedures aligned with the Punta Cana Hangar opening and daily operation goals.
- Manage recruitment processes, including talent acquisition and onboarding for technical and non-technical positions.
- Oversee training and development programs to enhance employee skills, including compliance with aviation regulations.
- Handle employee relations, conflict resolution, and performance management.
- Ensure compliance with labor laws and aviation industry standards.
- Develop and implement compensation and benefits programs.
- Foster a positive workplace culture that promotes safety, teamwork, and continuous improvement.
- Collaborate with management to identify workforce needs and implement effective workforce planning.
- Maintain HR metrics and reporting to track progress and areas for improvement.

WHAT YOU SHOULD BRING:

- Bachelor's degree in Human Resources, Business Administration, or a related field; Master's degree preferred.
- Proven experience in a senior HR role, preferably within the aviation or MRO industry.
- Strong knowledge of labor laws, regulations, and HR best practices in the aviation sector.
- Excellent interpersonal and communication skills, with the ability to build relationships at all levels.
- Experience in employee relations and conflict resolution.

- Ability to develop and implement HR policies and procedures.
- Strong organizational and project management skills.
- Proficiency in HR software and systems; familiarity with aviation-specific systems is a plus.
- Bilinguality (English and Spanish)

WORKING AT FL TECHNICS:

- Global Exposure - At FL Technics, we open doors to a world of boundless opportunities. Leading global group companies - from Vilnius to Canada, we are at the center of the MRO industry.
- Aviation Industry - where passion meets purpose. In this dynamic and ever-evolving industry, you'll be part of a team that shares a deep love for aviation—a passion that unites us and fuels our determination to achieve greatness.
- Grow to Glow mindset - We believe in nurturing our employees' potential and investing in their growth. Our Grow to Glow goal is centered around providing access to continuous learning and development opportunities.
- Stay Well focus - At FL Technics, we understand that a healthy and balanced employee is a successful employee. We focus on promoting well-being and overall mental and physical health.
- Enjoy What You Do attitude - We strongly believe that a positive and enjoyable work environment enhances creativity and productivity.

FL Technics is a global provider of aircraft maintenance, repair, and overhaul (MRO) services. The Company specializes in base & line maintenance, spare parts & component support, engine, APU & LG management, full aircraft engineering, and technical training. FL Technics is an EASA Part-145, Part-M, Part-147, Part-21 as well as FAA-145 certified company with hangars in Lithuania, Indonesia and China as well as line station around the world.