



HEAD OF HR. FRANKFURT, GERMANY

Are you ready to charter your own career?

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

Are you looking for an opportunity to shape the people strategy of a global brand, lead a high-performing team, and drive cultural and organisational growth? We are looking for an experienced **Head of HR** to join our team and play a pivotal role in aligning our people agenda with our ambitious global objectives.

Purpose of the Role

The **Head of HR** will be responsible for shaping and executing a forward-looking people strategy that supports the company's global objectives and long-term growth. This role will lead the HR function across all areas including talent acquisition, organizational development, performance management, employee relations, DEI, wellbeing, compliance, remuneration, and culture.

As a trusted partner to the executive team, the Head of HR will drive change, ensure HR operational excellence, and foster an inclusive, high-performance workplace culture.

Responsibilities of the Role

- Develop and implement a comprehensive HR strategy aligned with the company's objectives, growth plans, and Group goals
- Partner with the executive team to shape organizational culture and promote diversity, equity, and inclusion
- Advise leadership on workforce planning, succession planning, and talent development strategies
- Design and implement retention strategies, including career development programs and employee engagement initiatives, in partnership with local teams.
- Implement a meaningful performance management system aligned with business objectives and personal development needs
- Collaborate with the Training department and local HR teams to design and implement targeted training and leadership development programs
- Ensure HR policies and procedures comply with legal and regulatory requirements across multiple jurisdictions

- Monitor and report on HR budget, key HR metrics, such as employee turnover, satisfaction, and productivity as per Group requirements
- Design and manage competitive compensation and benefits programs to attract and retain top talent
- Provide leadership by example and hands-on support to the team
- Participate in Global HR projects based on experience and strength.

Qualifications

- 7-10 years of progressive HR leadership experience
- 5 years in a senior global HR role
- Proven experience in a global or multi-region organisation- Aviation experience is considered as a strong advantage
- Knowledge of HR systems and databases
- Understanding of global labor law requirements
- Proven ability to navigate ambiguity and drive change in fast-paced environments
- Ability to partner with executive leadership and influence at the board level

What We Offer

- The best, the greatest and the coolest team you have ever worked with
- Comprehensive benefits package
- Opportunity to join a global company and be part of a diverse international team
- Free onsite car parking
- Professional development and career opportunities
- Discounts and special offers from various partners of the Group
- 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.