



GROUP COMPLIANCE DIRECTOR. 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 work for a global aviation brand where you can apply your compliance expertise, partner with senior leaders, and make a meaningful impact across an international organization?

We are looking for an experienced and highly credible **Group Compliance Director** to lead and further strengthen the Group's compliance framework. Reporting to the Chief Operating Officer, this role plays a critical part in safeguarding the business, embedding a strong compliance culture, and supporting sustainable growth across the Group.

Chapman Freeborn is a diverse aviation group that adds real value to a variety of customers in the travel, logistics, and aviation industries. We are part of the growing Avia Solutions Group (ASG) which will be operating around 200 commercial aircraft this year.

Purpose of the Role

- To lead and directly manage the Group Compliance function, ensuring effective governance, risk management, and regulatory compliance across the organization.
- To design, implement, and continuously enhance the Group's compliance framework, policies, and control systems.
- To proactively identify, assess, and mitigate compliance, legal, reputational, and financial risks.
- To act as a trusted advisor to senior leadership, supporting informed decision-making and promoting a strong culture of integrity and accountability across the Group.

Key Responsibilities

- Lead the implementation and ongoing development of Group-wide compliance policies, procedures, and processes.
- Ensure the Group's full compliance with applicable laws, regulations, and internal policies across all jurisdictions.
- Develop, oversee, and continuously improve control systems to prevent, detect, and address regulatory or policy breaches.
- Conduct internal reviews and audits, preparing clear and actionable reports for senior management and regulatory bodies where required.
- Build strong relationships with senior business leaders to embed compliance risk awareness across

the organization.

- Provide expert advice and leadership on complex or sensitive compliance matters as they arise.
- Lead, coach, and develop the Compliance team, ensuring high performance, engagement, and professional growth.
- Report regularly to the Chief Operating Officer on compliance performance, risks, incidents, and improvement initiatives.

Required Qualifications

- Significant senior-level experience in compliance, risk management, or regulatory roles, ideally within aviation, financial services, or other highly regulated industries.
- Proven experience leading and developing compliance teams within a complex, international, and matrix organization.
- Strong knowledge of compliance frameworks, internal controls, AML, ABC, KYC, and regulatory reporting requirements.
- Excellent stakeholder management skills, with the ability to influence and advise senior leaders.
- Strong analytical, organizational, and problem-solving skills with a proactive and pragmatic approach.
- Excellent written and verbal communication skills.
- High level of integrity, discretion, and professionalism.
- Willingness to travel internationally as required by business needs.

What We Offer

- Comprehensive benefits package
- Opportunity to join a global company and be part of a diverse international team
- Professional development and career growth opportunities within a dynamic organization
- Unlimited access to thousands of courses on the LinkedIn Learning platform
- Exposure to strategic business decisions and direct impact on regional performance

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 11,500 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.