



HUMAN RESOURCES DIRECTOR. ISTANBUL, TURKEY

About Us

BBN Airlines Türkiye is an IOSA Certified airline and a member of Avia Solutions Group, the world's largest ACMI provider. Based in Istanbul and Antalya, we operate a modern fleet of A320 and A321 passenger and cargo aircraft, serving 71 countries and 207 destinations. With nearly 300 employees, we operated more than 36,000 block hours and carried 2.2 million passengers in 2025. Operating in a dynamic international environment, we support customers with flexible capacity solutions while maintaining the highest standards of safety, compliance, and operational excellence.

We are looking for a " **Human Resources Director** " who will work at the Headquarters of BBN Airlines.

Who We're Looking For:

The Human Resources Director will be responsible for developing and executing the company's people strategy, ensuring alignment with business objectives and aviation industry requirements. The role will oversee all aspects of human resources, including talent acquisition, employee relations, organizational development, compensation and benefits, performance management, labor law compliance, and workforce planning.

The successful candidate will have substantial experience in aviation or other highly regulated international industries and possess strong leadership capabilities to support a multicultural workforce.

- Develop and implement HR strategies aligned with the company's business objectives and growth plans.
- Serve as a trusted advisor to executive leadership on organizational design, workforce planning, and talent management.
- Lead change management initiatives during periods of growth and operational transformation.
- Design and execute recruitment strategies for flight crews, maintenance personnel, ground operations, and corporate functions.
- Partner with operational leaders to anticipate staffing requirements for current and future ACMI contracts.
- Establish talent pipelines in both local and international labor markets.
- Foster a positive, inclusive, and high-performance work culture.
- Lead employee engagement initiatives and retention programs.
- Manage employee relations and support effective conflict resolution processes.
- Oversee performance management systems, succession planning, and leadership development programs.
- Implement training and development frameworks to support operational excellence and regulatory requirements.
- Support management teams in building high-performing departments.

- Develop competitive compensation structures and benefits programs.
- Conduct market benchmarking and recommend improvements to attract and retain top talent.
- Oversee annual salary review and incentive processes.
- Manage and control payroll and social security processes and ensure the alignment with the legislations.
- Ensure compliance with labor laws, aviation regulations, and internal policies across all operating jurisdictions.
- Maintain HR policies and procedures aligned with industry best practices.
- Support internal and external audits related to employment and workforce compliance.
- Lead HR reporting and workforce analytics to support executive decision-making.
- Drive HR digitalization initiatives and continuous process improvement.
- Prepare and manage HR budget and optimize resource allocation.
- Act as the primary liaison between the local HR function and Group HR leadership, ensuring alignment with corporate people strategies, policies, and governance requirements.
- Support the implementation and localization of global HR programs while ensuring compliance with local labor regulations and business needs.
- Contribute to group-wide HR projects, harmonization efforts, and organizational transformation initiatives across multiple operating companies.
- Prepare and present HR metrics, workforce insights, and organizational updates to Group HR and senior leadership teams.

What It Takes:

- **Education:** Bachelor's degree in Human Resources, Business Administration, Psychology, Law, or a related field.
- **Experience:** Minimum 10 years of progressive HR experience, including at least 5 years in a senior HR leadership role. Experience within aviation, airlines, ACMI operations, transportation, or other highly regulated industries.
- **Technical Skills:** Advanced knowledge of MS Office programs, experience in any HR database. Strong understanding of labor legislation and employment practices.
- **Soft skills:** Excellent verbal and written communication skills in English. Proven experience leading HR teams and managing complex organizational structures. Excellent stakeholder management and communication skills. Hands on approach.

Working at BBN Airlines Türkiye

- **Global Experience:** We operate globally across regions, offering valuable international aviation experience and cross-company career opportunities.
- **Operational Diversity:** Work in passenger and cargo ACMI operations, experiencing a wide variety of operational and geographical portfolios.
- **Professional Growth:** Be part of our rapidly expanding, experienced team and take advantage of meaningful career development opportunities as our fleet and team grow.
- **Innovation:** Experience our industry-leading innovative approach, creating solutions, optimizing processes, and accessing a global aviation network.
- **Compensation & Benefits Package:** We offer Monthly NET salary with meal card, and private health insurance.

The personal data provided to our Company within the scope of job applications will be processed by BBN Hava Yolları ve Taşımacılık A.Ş. (BBN Airlines) for the purpose of conducting the application process for candidates. For detailed information regarding our data processing activities, as well as your rights, you may refer to our BBN Airlines Privacy Policy at [In accordance with Article 11 of the Law, you can submit your requests regarding your rights to us via \[privacy@bbnairlines.aero\]\(mailto:privacy@bbnairlines.aero\).](#)

BBN Airlines Türkiye is an ACMI and charter service provider, based in Istanbul and Antalya. Established in 2023, the airline operates a fleet of 10 aircraft, offering clients passenger and cargo services.