



HEAD OF HUMAN RESOURCES. VILNIUS, LIETUVA

At Baltic Ground Services, we believe that people are at the core of every success story. The HR team's mission is to empower employees, foster engagement, and create opportunities for meaningful growth. Together, we build a workplace where innovation, inclusion, and excellence thrive.

What drives us:

- People-first strategies for business success.
- Growth through collaboration and shared learning.
- Integrity, respect, and accountability in all we do.

Are you ready to lead a team dedicated to making an impact? Join us as the Head of HR and help shape the future of our people and our business.

You will be responsible for:

- Developing, managing, and implementing HR procedures, processes, and initiatives aligned with the Avia Solutions Group's objectives.
- Monitoring the overall human resource budget, systems, and KPIs.
- Providing management with decision support through HR metrics and reporting.
- Managing benefits programs, team wellness initiatives, and performance reviews.
- Improving and maintaining human resource processes, incorporating Lean methodologies.
- Ensuring compliance with applicable laws and company policies.
- Preparing and enforcing HR procedures across the BGS group.
- Contributing to building a strong internal culture and fostering employee engagement.
- Demonstrating effective leadership by building and motivating a high-performing HR team.
- Promoting a culture of ambition, collaboration, and trust.
- Participating in global HR projects based on expertise and strengths.

To succeed, you will need:

- A minimum of 5 years of experience in human resource management (experience in a matrix organizational structure is a plus).
- Knowledge of local labor law requirements; familiarity with EU labor law is advantageous.
- Proficiency in HR systems and databases.
- Strong business acumen and a hands-on approach.
- The ability to thrive in a dynamic and fast-paced environment.
- Experience with implementing Lean systems in HR operations (a bonus).
- Proficiency in English and Lithuanian (minimum B2 level).

We offer:

- The most supportive and coolest team you'll ever work with.
- Engaging company traditions and team-building activities.
- A modern, convenient office space in the growing AEOROCITY district.
- Opportunities for professional and personal growth.
- Comprehensive health insurance.
- Free gym access to support fitness goals, including group workout sessions.
- Discounts and special offers from various ASG partners.
- Free supervised children's room services.
- Complimentary parking near the office.
- Additional day off for your birthday.

Darbo užmokestis: nuo 5000 € (bruto)

„Baltic Ground Services“ („BGS“) teikia antžeminio orlaivių ir keleivių aptarnavimo, aviacinio kuro pildymo, mokymų, specializuotų IT sprendimų paslaugas Lietuvoje, Latvijoje, Estijoje, Čekijoje, Vokietijoje ir Ukrainoje.