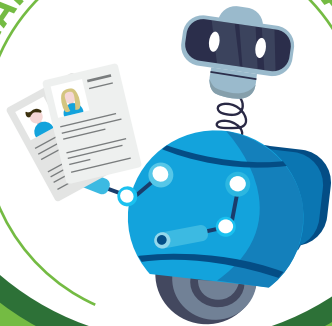


# HUMAN RESOURCE MANAGER



## JOB DESCRIPTION

The Human Resource Manager is responsible for developing and executing HR strategies aligned with the organization's goals. This includes talent acquisition, employee relations, performance management, compliance with labour laws, and fostering a positive workplace culture. In the aviation context, the HR Manager ensures that staffing levels meet operational demands and that all HR practices adhere to industry-specific regulations.

## SALARY

€€

## DAILY ROUTINE

Overseeing recruitment processes, conducting employee orientations, managing benefits programs, addressing employee grievances, ensuring compliance with labor laws, collaborating with department heads to assess staffing needs, and implementing training and development programs. Regularly updating HR policies to reflect current regulations and best practices.

## IMPACT ON PRIVATE LIFE

The role typically involves standard office hours; however, due to the 24/7 nature of aviation operations, the HR Manager may need to address urgent issues outside regular hours. Travel may be required, especially in organizations with multiple locations or during recruitment drives.

## SKILLS AND COMPETENCIES

Strong interpersonal and communication skills, proficiency in HR software and systems, knowledge of labor laws and regulations, and experience in conflict resolution and performance management.

## SELECTION CRITERIA

Candidates must possess a bachelor's degree complemented by 3-5 years of professional experience in HR management, preferably within the aviation sector. Professional certifications such as SHRM-CP or SHRM-SCP are highly desirable, demonstrating a commitment to the field and a mastery of HR principles. A deep understanding of labour laws, EEO regulations, and aviation-specific compliance requirements is essential to navigate the complex regulatory environment of the industry. Proficiency in HR information systems (HRIS) and other management tools is necessary for efficient operations.

# Engage 2



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## EDUCATION

Bachelor's degree in Human Resources, Business Administration, or a related field.

## YEARS OF TRAINING REQUIRED

Around 5-7 years to be qualified. The process starts with a bachelor's degree in HR, business administration, or organizational management, which takes 3-4 years, followed by 2-3 years of HR experience, preferably in aviation. Some roles may require certifications in employment law, labor relations, or HR technology systems.