



Head, Training & Development

We are looking for a dynamic and experienced individual who can cope with a fast-paced growth environment in the Training and Staff Competency Management. Through managing a team of experienced Trainers and exploring new training techniques & technologies, we aim to bring excellence to training, to support quick business growth and agility.

Responsibilities

- Manage the Training Team and maintain high quality standard for training delivery
- Manage scheduling and planning for the Training Academy to meet the demands of the business needs.
- Review and improve the training framework and accreditation structure in line with regulatory requirements and best practice from the aerospace network
- Work closely the operations teams to develop OJT & Training modules
- Schedule audits of training program and records to ensure effectiveness and high quality of training programs
- Review budgetary spend & seek opportunities for reducing costs
- Further develop and manage SAESL's Competencies and Stamp Management (CSM) System which will meet the following objectives
 - Technician's Competency Management (Skill Matrices)
 - Recurrent skills / training management
 - One-stop platform for OJT & Stamps management
 - Competency breakdown structure that is streamlined with Engineering instructions, Operational workflow and task segregation
- Jointly resolve Cost of Non Quality issues through development of new training capabilities and Human Factors expertise

Requirement

- Minimum 7 years relevant experience in managing related MRO Training department (Jet Engines MRO experience preferred)
- Problem solving skills through data and critical thinking
- Confident in delivering technical training and coaching Trainers for improvements
- Experienced in the framework development and management of a Competencies & Stamp Management System or its equivalent
- Experienced in managing training effectiveness
- Experienced in managing teams and their performance
- Excellent communication skills both written and verbal
- Possesses Project Management and Facilitation skill sets
- Data analytical skills for process improvements would be an added advantage

(Only short-listed candidates will be notified)