

# Looking for CREW RECRUITMENT MANAGER

## WHY US?

Avion Express is a narrow-body ACMI (Aircraft, Crew, Maintenance, Insurance) and charter operator. Avion Express provides top-level short and long-term aircraft wet-leasing (ACMI) solutions and also offers its clients aircraft on a charter basis. The company operates an Airbus A320 family aircraft fleet.

Avion Express is looking for ambitious professionals to support the company's matters and further development of the company. The position is based in Vilnius, Lithuania.

The company creates a supportive work environment and conditions for employees to grow, both professionally and personally.

## ARE YOU READY TO?

- ▶ Drive the development of comprehensive recruitment strategies tailored to our unique needs. Implement innovative approaches to attract crew members;
- ▶ Continuously improve our recruitment processes for greater efficiency and effectiveness. Identify bottlenecks and implement solutions to streamline the hiring process;
- ▶ Lead, supervise, and mentor our Flight Crew and Cabin Crew recruitment teams;
- ▶ Dive into the aviation landscape by conducting competitor analysis and salary benchmarking. Stay updated on industry trends and insights to ensure our recruitment strategies remain cutting-edge;
- ▶ Generate regular reports on recruitment progress, cost per hire, and other relevant metrics. Utilize data-driven insights to make informed decisions;
- ▶ Set and monitor Key Performance Indicators (KPIs) to ensure recruitment targets are met. Adjust strategies as needed to achieve optimal results;
- ▶ Collaborate closely with the marketing team to develop and execute pilot attraction initiatives.

## DO YOU HAVE WHAT IT TAKES?

- ▶ Experience in recruitment team management;
- ▶ High level of independence and collaboration;
- ▶ Excellent organizational, communication and leadership skills;
- ▶ Experience in managing projects from start to finish;
- ▶ Creativity and hunger for new ideas;
- ▶ Flexibility and willingness to learn;
- ▶ Fluency both in English and Lithuanian.

### WOULD BE CONSIDERED AS AN ADVANTAGE:

Experience in aviation.

## DOES IT SOUND APPEALING?

- ▶ Position, based in Vilnius, Lithuania;
- ▶ Friendly atmosphere in a modern business center;
- ▶ Competitive salary (starting from 3306 to 3967 € gross, depending on your experience) and social benefits, including health insurance;
- ▶ Other benefits: lunch compensation, hybrid work schedule, opportunity to book standby flights, access to the childcare room, gym for your physical and mental health (Mindletic), daily fruits and weekly pastries, birthday day-off, gifts for marriage, childbirth and other significant life occasions;
- ▶ Opportunities for professional and personal growth;
- ▶ Opportunity to work in a truly international business environment.

Apply in English at  
[cvoffice@avionexpress.aero](mailto:cvoffice@avionexpress.aero)