



MRO Services
Airframe Maintenance - Canada
Windsor

Quick AAR information / resources

Website: aarcorp.com

Careers: aarcorp.com/careers

Email: windsorrecruiting@aarcorp.com

Leadership Development Coach & Trainer

The position

Reporting to the Manager Human Resources, this role will ensure our People Leaders obtain the skills needed to better lead their teams to success. The Leadership Development Coach & Trainer will develop, implement and maintain training and provide the necessary resources and coaching support to our People Leaders. This role will also support the development and implementation of training to support AAR's HR Vision and Culture. Other key responsibilities include:

- Lead role in developing and implementing training material for People Leaders to ensure they are fully equipped with the resources and skills to successfully lead their teams
- Work collaboratively with AAR's Leadership Development coaches and trainers and Corporate as well as HR Leaders to develop and implement AAR's learning and development strategy
- Provide coaching to People Leaders and other staff as required
- Support Individual Development Plans and assist in identifying gaps
- Review, analyze and monitor success of leadership training and coaching
- Collaborate with management team to ensure alignment with leadership development strategy
- Support all diversity, equity and inclusion efforts
- Foster a positive and energetic environment for learning
- Actively participate in AAR Windsor's Safety Management System (SMS) including reporting safety hazards and incidents encountered in daily operations; understands and promotes the company safety policy

Total rewards

As a team member, you receive:

- Competitive remuneration
- Comprehensive benefits package
- RRSP Contribution – employee and employer
- Annual paid corporate clothing and safety boot allowance
- Paid time off benefits, including 11 company paid holidays
- Third-party discounts
- Relocation assistance may be provided, if required
- Training and development opportunities and education assistance program

- Staff engagement and recognition events

Performance objectives

- **Teamwork** – collaborates with colleagues to achieve results and is also comfortable working independently
- **Change Management** – strong ability to manage and adapt to change and provide strategies to support change
- **Building trust** – operates with integrity, discloses own positions, remains open to ideas, and supports others through dignity, respect, and fairness
- **Building relationships and partnerships** – develops and leverages relationships within and across teams to achieve results
- **Communication** – conveys information and ideas clearly and concisely to individuals or group in an engaging manner, helping them understand and retain the message
- **Sound professional judgement** – applied to problem solving, analyzing and decision making
- **Innovation** – ability to think creatively and share new ideas and concepts with team
- **Tact, professionalism and diplomacy** in dealing with others
- Ability to maintain a **high-level of confidentiality**
- Approach development with a high level of empathy, patience and understanding

Education and experience

- Bachelor's degree or college diploma in a related field
- Minimum 5 years' experience in a similar role
- National Coaching Certification Program (NCCP) preferred
- Strong understanding of leadership theory
- Experience in a manufacturing or aviation industry considered an asset
- Advanced Microsoft Office skills including Word, Excel and Power Point

Why should you apply?

- AAR is the only aerospace / defense company on Forbes' America's Best Mid-Size Employers list.
- Our innovative and entrepreneurial culture encourages employee input in every aspect, from day-to-day activities to the company's future growth.
- Our learning and career development program affords employees a learning path with the necessary tools and resources needed to help build their career at AAR.
- We support non-profits and organizations that work to improve society in four primary areas: veterans and active military; education with an emphasis on STEM; health and wellness; and diversity / inclusion.

About AAR

AAR is an awarded global aerospace and defense company that offers employees a long-term career pathway and the opportunity to work with a great team! At AAR, our people remain our priority! We create the #BestTeamInAviation by focusing on recruitment, training, growth, engagement, and retention. AAR employees are empowered to meet their individual professional development goals through our global learning and development program, mentorship program, leadership training, continued education, networking, and much more!

AAR is committed to building a diverse and inclusive workforce. We encourage applications from people of all races, ethnic origins, religions, abilities, sexual orientations, gender identities, or

expressions. We are dedicated to the health and safety of our people, our customers, and the communities where we live and work.

Qualified applicants may email their resume to windsorrecruiting@aacorp.com up to and including **November 6, 2024**.

Please quote file #AAR-170. Please submit your resume in MS Word or PDF format.

Although all applications are appreciated, only those candidates selected for an interview will be contacted.