



ALS LIMITED

ALS Limited is a private Company that offers aircraft leasing services to humanitarian, corporate and individual clients across Africa. ALS Limited also offers aircraft maintenance, engineering and consultancy services, as well as chartered and scheduled flights. The Company is headquartered in Nairobi, Kenya and it is one of the largest players in the East African aviation sector having been incorporated in 1999.

ALS operates from Wilson Airport in Nairobi, Kenya, where most of its aircrafts, staff and hangars are stationed. Its bases of operation in Africa currently include Kenya, Tanzania, Somalia, Sudan, South Sudan, Democratic Republic of Congo, Central African Republic, Cameroon and Djibouti.

VACANCIES

We have a vacancy for the following position:

HEAD OF TRAINING AND STANDARDS

Reporting to the Chief Executive Officer (CEO) and working closely with the Director of Operations (DOO), Base Maintenance Manager and other Heads of Departments, the Head of Training and Standards (HTS) is responsible for the management, development and oversight of all personnel engaged in training and all training activities in ALS.

In the performance of his/her duties, the HTS is empowered to recommend the suspension or reduction in status of any aircrew and/or engineer who is not up to standard in their training.

The HTS's responsibilities include:

- Ensuring all personnel engaged in training have the necessary qualification and training skills to be able to deliver cost-effective, high quality, state-of-the-art instruction;
- The development and implementation of training standards, training policies and procedures;
- To ensure that all staff achieve high professional standards and necessary skills to provide high quality services to our clients;
- The planning of initial/recurrent training, upgrades and conversions for aircrew and engineers to similar or other aircraft types;

- In conjunction with the Flight Scheduler, manage the availability of aircrew to perform planned training;
- In conjunction with the Base Maintenance Manager, manage the availability of engineers and opportunities to perform planned training;
- Coordinating initial and refresher training for all categories of staff on various aspects such as teamwork, communication, supervisory skills, fire and safety, etc.
- The development of an Annual Staff Training and Development Plan; and preparation of the annual Training Budget in consultation with the relevant parties;
- Developing the Training Strategy and updating it annually or as required.
- Ensuring that training is in place as appropriate for all staff, and is managed effectively so as to share and spread benefits of training experiences across the Company.
- Assessing training needs, in close consultation with the Heads of Departments, consistent with maintaining agreed standards, complying with the laid down regulations and responding to feed-back from the clients and the market at large.
- Develop and implement a strategy for monitoring and evaluating the impact of training, especially on maintaining standards and amending future programmes as needed.
- To build the capacity of Heads of Departments, Managers and Supervisors through continuous training programs, on Supervisory Skills, Training of Trainers, to enable them effectively lead their staff and conduct on-job training for their teams.
- Ensuring the timely and accurate completion of student and instructor Training Records, certification and other required reports
- Maintaining pro-active communication and participate fully in meetings with other departments to ensure close liaison and co-operation;
- Performing periodic performance assessments on Type Rating Instructors (TRIs) and Type Rating Examiners (TREs);
- Performing periodic assessments on aircrew and engineers who have undergone and completed training to assess the quality of instruction delivered and assimilated;
- Maintain and update as required all training and technical manuals in current use;
- Performing any job-related duties as requested by the CEO.

Qualifications and Minimum Requirements

- Must hold a degree in business, social sciences or relevant field,
- Must have in-depth knowledge and experience in the aviation industry,
- Should have proven experience of managing, coordinating and monitoring training,
- Possession of an Aircraft Transport Pilot's License (ATPL) shall be an added advantage,
- Must be fluent in the English language. The ability to communicate in other languages will be an added advantage.
- Must have excellent verbal and written communication skills
- Must possess excellent internal personal and administrative skills.
- Must be computer literate with good presentation skills
- Should have initiative, drive, passion, enthusiasm and energy to coordinate the training process.
- Should be able to work well with people, both as a leader and as part of a team.
- Should possess good analytical and problem solving skills
- Should have a good understanding and appreciation of different cultures

If you meet the requirements of the above positions and are looking for an exciting career, please send your application accompanied by copies of certificates and testimonials and comprehensive Curriculum Vitae. The application should be sent to either of the following addresses:-

Human Resources Manager
ALS Limited
P O Box 41937 – 00100 -NAIROBI

E-mail address: hr@als.co.ke

So as to reach not later than **February 15, 2018**

ALS Limited is an Equal Opportunity Employer