



AAR Component Services (Thailand) Ltd.
บริษัท เอเออาร์ คอมโพเนนต์ เซอร์วิสเชส (ประเทศไทย) จำกัด

Quick AAR information / resources

Website: aarcorp.com
Careers: aarcorp.com/careers
Email: ACSTH-Recruitment@aarcorp.com

Training Manager

The position

We are looking for a Training Manager who develops and implements regulatory-compliant, challenging and creative training events and educational programs to foster increased safety, quality, productivity, efficiency and enhanced professional development of all employees. Parallel duties include development and implementation of communications mediums and media to support ACSTH internal and external market growth and development, and implementation of select external training courses to outside entities.

Key Roles & Responsibilities:

- Design and coordinate all training programs (outsourced and/or in-house)
- Effectively implement appropriate training methods and / or activities
- Fluent delivery of training events in both English and Thai languages as per need
- Design, develop and implement English proficiency and development programs
- Provide necessary information about session, tools, techniques and procedures
- Conduct training needs assessments to identify skills or knowledge gaps
- Application of AAR and aviation industry training and education principles
- Design, preparation and ordering of educational aids and materials
- Assess instructional effectiveness and analyze impact of training on employees
- Post-training collation of Lessons Learned / Debrief points
- Partner with internal stakeholders / liaise with experts on instructional design
- Maintain updated curriculum database and training records
- Host Train-the-Trainer sessions for internal subject matter experts
- Manage and maintain in-house training facilities and equipment
- Enforce all company policies, including safety and quality instructions
- Meet or exceed company, customer, and regulatory performance standards
- Enforce aviation authority regulations (e.g. FAA, CAAC, CAAT and EASA)
- Lead and / or participate in continuous improvement initiatives
- Facilitate cross-functional ERP trainings to enhance user proficiencies

- Drive Root Cause Analyses (RCS) within the Department using structured methodologies Promote overall good lean 5S methodology practices
- Ability to work shifts, overtime, and weekends as required
- Ability to efficiently coordinate and work closely across all levels of the organization, to include senior management (internal and corporate-level), Program and Team Leaders, and Individual Contributors
- Execute all activities in strict accordance/compliance with the EH&S Policy, Procedure, law & regulation, ISO 14001 system, and SMS .
- Take ultimate accountability for the prevention of work-related injury, ill health and accident as well as the protection & conservation of the environment.

Qualifications:

- For Expats: formally educated in the Thai language by accredited / reputable institution
- Minimum of (12) years of demonstrable and advanced experience in development and oversight of complex training events (administered in English and Thai languages) in high-risk / high-reliability environments
- Self-motivated and willingness to expand own knowledge
- Strong teamwork ethic and fostering of good rapport within the organization
- Able to work overtime/shift/weekends as requested
- Highly attentive to precision and detail

Total rewards

As an AAR team member your rewards include:

- Annual uniform
- PPE safety equipment
- Transportation
- Vacation benefits, including Thai Public Holidays
- Provident Fund
- Group Insurance
- Training and development opportunities
- Staff engagement and recognition events

Performance objectives

- **Teamwork** – collaborates with colleagues to achieve results and is also comfortable working independently
- **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
- **Analytical skills** – must be able to use data to determine cause and effect for complex problem solving
- **Quality orientation** – accomplishes tasks by considering all areas involved, no matter how detailed

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.

Primary Location: 700/160 Amata City Chonburi Industrial Estate Moo1, T. Bankao, A. Pantong, Chonburi, 20160 Thailand.

Qualified applicants may email their resume to ACSTH-Recruitment@aarcorp.com

Please submit your resume in PDF format.

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