



DIRECTOR OF HUMAN RESOURCES

AAR-196

About Us:

AAR Corp. (NYSE: AIR) is a global aerospace and defense aftermarket solutions company that employs more than 6,000 people across over 60 sites in over 20 countries. Headquartered in the Chicago, Illinois area, AAR supports commercial and government customers in more than 100 countries through four operating segments: Parts Supply, Integrated Solutions, Repair and Engineering and Expeditionary Services.

AAR's purpose is to empower people to build innovative aerospace solutions today so you can safely reach your destination tomorrow. The company's mission is to go above and beyond to provide value-driven aerospace aftermarket solutions to meet the evolving needs of our customers worldwide. AAR constantly searches for the right thing to do for its customers, employees, partners and for society.

Description:

As a strategic, people-focused HR leader, the Director of Human Resources will join the leadership team, driving talent development, organizational growth, and a thriving workplace culture. This role will provide vision and leadership to the HR team and ensure proper HR governance for the site.

What you will be responsible for:

- Partner with business leaders to implement strategic programs and policies and attract, retain and develop talent.
- Support the development and execution of HR's annual objectives aligning with the HR vision.
- Foster positive employee relations and effectively manage issues, coach and counsel both management and employees on conflict resolution, disciplinary action and any other related matters. Advise management of appropriate resolutions.
- Oversight of HR team, ensuring a collaborative environment and strong delivery of HR services for the business. Work with the HR team to establish objectives (team and individual) and provide appropriate guidance, support and development.
- Lead role in identifying legal and governance requirements affecting the HR function and ensure policies, procedures and reporting are in compliance.
- Oversee salary administration program to ensure effectiveness, compliance, and equity within organization.
- Manage performance management program and work with HR team to provide the necessary training and support for this process.

- Work with HR team and people leaders to support Talent Management program ensuring required resources, training and procedures are implemented.
- Ongoing review of Total Rewards to support attracting and retaining talent.
- Lead role for investigations and reporting.
- Manage regular and ad hoc reporting for HR and share any applicable information at all-staff meetings.
- Manage all diversity, equity and inclusion efforts.
- Actively participate in the Safety Management System (SMS), including reporting safety hazards and incidents encountered in daily operations; understand and promote the company safety policy. Support Continuous Improvement initiatives.

Perform other duties as assigned

What you will need to be successful in this role:

- Degree in Business Administration with a concentration in Human Resources or related field
- CHRP considered an asset
- Minimum 5 years' experience in a similar role (manager or director)
- Experience in a federally regulated company considered an asset
- Knowledge of the Canada Labour Code considered an asset
- Advanced Microsoft Office skills including Word, Excel and Power Point
- Experience with HRIS and ERP systems

The rewards of your career at AAR go far beyond just your salary:

- Competitive salary and bonus package
- Comprehensive benefits package including medical, dental, and vision coverage.
- RRSP with company match
- Generous paid time off program
- Professional development and career advancement opportunities

Physical Demands/Work Environment:

The physical demands and work environment characteristics described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

- Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
- Office environment
- Mainly desk work using a computer
- No shift work
- Periodic overtime may be required
- Regularly visiting the hangar floor to connect with employees
- Travel may be required for things such as job fairs and conferences

AAR provides accommodation in accordance with applicable laws through all stages of the hiring process. If you require accommodation for any part of the application and/or hiring process, please advise Human Resources.

Qualified applicants may email their resume to windsorrecruiting@aarcorp.com. **Please quote file # AAR-196.** Please submit your resume in MS Word or PDF format no later than **July 31, 2025**.

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

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.