AAR-220
CONTINUOUS IMPROVEMENT SPECIALIST

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:

The Continuous Improvement Specialist plays a critical role in driving and facilitating continuous improvement initiatives across our facility. The successful candidate will work closely with cross-functional teams to identify opportunities for process optimization, lead problem-solving efforts, and implement best practices to enhance quality, safety and operational efficiency.

What you will be responsible for:

- Lead and facilitate continuous improvement projects across the organization
- Identify opportunities to reduce waste, improve processes, increase throughput, and enhance safety and quality
- Apply Lean, Six Sigma, Kaizen, Value Stream Mapping, and root cause analysis techniques
- Analyze operational data and develop KPIs to measure improvement and project effectiveness
- Develop business cases and track cost savings and other measurable project benefits.
- Facilitate improvement workshops, Kaizen events, and problem-solving activities
- Train and coach employees and leaders on continuous improvement tools and methodologies
- Collaborate with cross-functional departments to coordinate activities, resolve issues, and support organizational objectives
- Monitor implemented improvements to ensure results are effective and sustained

- Actively participate in AAR Aircraft Services Windsor's Safety Management System (SMS), including reporting safety hazards and incidents encountered in daily operations; understand and promote the company safety policy
- Other duties as required or directed

What you will need to be successful in this role:

- Bachelor's degree in industrial engineering or other related functional areas, or equivalent experience
- Minimum 5 years' experience leading and delivering continuous improvement projects/initiatives in an operations environment (preferably aerospace)
- Demonstrated experience with data mining and analysis tools and techniques
- Advanced Microsoft Office skills including Word, Excel and Power Point
- Strong project management, organizational, analytical and presentation skills
- Demonstrated ability to lead and complete projects within scope, schedule, and budget
- Ability to influence stakeholders, build trust and respect within the overall organization
- Detail-oriented with an ability to multitask and shift priorities in a fast-paced environment
- Lean Six Sigma certification, Green Belt or Black Belt considered an asset
- Project Management Professional certification considered an asset

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

- Annual Uniform and Safety Boot Allowance
- Comprehensive benefits package including medical, dental, and vision coverage.
- RRSP with company match
- Paid time off including 11 Holidays
- Professional development and career advancement opportunities
- Third Party Discounts

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.

- Office environment, desk work using a computer
- Regular visits to the hangar floor to connect with employees or review processes
- No shift work
- Periodic overtime may be required

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.

Compensation:

The anticipated salary range for this position is $78,000 to $93,000 annually. This range reflects the base pay for candidates who meet the requirements of the role, including experience, education, and location.

Application:

Qualified applicants may email their resume to windsorrecruiting@aarcorp.com. **Please quote file # AAR-220.** Please submit your resume in MS Word or PDF format by **November 15, 2026.**

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.