

## HUMAN RESOURCES



**Mark Stewart (Human Resources Director and Country Manager)**

“Human Resources has a key role to play in helping transform and shape the future strategic direction of our business both locally and transnationally. To do so, we need to recruit high potential graduates who are innovative, proactive and able to be team players in multi-national teams. Above all else, we need individuals who act with integrity, understand what it means to be customer focused and have the ability to deliver reliably.

If you want to continue to develop and challenge yourself in helping us drive a High Performance Culture across our business, then we would be delighted to hear from you.”

### **Entry Requirements**

You will need to have a relevant Bachelors or Masters degree or equivalent. Relevant degree subjects include:

- Human Resources Management
- Organisational Development
- Occupational Psychology.

### **Additional Requirements**

Part or full membership of the Chartered Institute of Personnel and Development is preferred and fluency in French, German or Spanish would be desirable. Ideally these should be coupled with some work experience gained in a Human Resources Department

### **About Human Resources**

Airbus has an experienced, professional and well- established HR department in the UK, which is built around HR Business Partners and Centres of Expertise. The function’s primary role is to ensure that the Airbus vision of being a top performing enterprise is realised.

Some of the drivers for the HR organisation are: mastering and supporting the engagement and motivation of employees, adding measurable value to the business by anticipating, understanding and developing the company’s core key skills, developing strong common simple processes and ensuring change is managed effectively.

Below you will find an overview of the Human Resources function, and the role it plays in supporting the business

### **HR Business Partners**

Provides HR support to a part of the business. HR support includes, resource management, employee engagement, Talent management , Performance

management, leadership development and supporting managers in change activities

### **Reward and Recognition**

Deploys the company Compensation, Benefits, and Pay structures and policies, supporting the business objectives. Ensures we are competitive with the market and makes sure reward strategy enhances performance and recognises people according to their contribution

### **Talent and Career Management**

Providing policies and processes to create effective career paths in the Business and makes sure we optimise the Careers of talented people in the company.

### **Leadership and Performance Development**

The creation of effective training and development for leaders at all levels, as well as the toolkit and approach we take to setting and reviewing objectives

### **Organisation, Culture Development and Employee Engagement**

Ensuring the structure, management systems and ways of working create a truly world class business. The Employee Engagement process ensures that we listen to the voice of our people and positively act upon it.

### **Employment Training and Competence Management**

Deploying the Airbus resource strategy through a number of policies and processes including employment marketing, education liaison, recruitment, Apprentice and DEG programmes, training and learning solutions and competence management.

### **Labour relations and social policies**

Responsible for all social policy and dialogue within Airbus UK. Providing employment law advice to the business and HR Business Partners. As owner of Airbus in the UK policies, ensures all policies are legally compliant and negotiates any changes with the Trade Unions



#### **Case Study - Hazel Perks**

**Human Resources Direct Entry Graduate  
MA in Human Resource Management, University of  
Wolverhampton (2008)**

"I joined the company in 2008 and have completed the first year of the DEG Programme. The structure has provided me with an invaluable experience and built up my knowledge of the company and the various functions. The expectations of a DEG are set high and so it means you are given real responsibility from the start with projects that will make an impact on the business.

I initially spent three months with the EADS Personal Centre and then moved onto a three-month placement with the HR Information Systems team. I was

involved in creating training documents for managers, producing an internal search engine for the team and learning the basic 'building blocks' of the IT system that we use. I then moved on to a five-month placement with the Employee Relations team in which I got exposure to the Trade Union negotiations and renewing employee contracts.

As well as getting involved in practical projects, the DEG Programme has provided me with extensive technical and non-technical training including composite awareness, lean training, cultural awareness and aircraft familiarisation, to name a few.

One of the nicest things about the programme is the approachability and supportive nature of all the team members. As a DEG you are given a real platform to showcase your abilities and so you need to push yourself to get the most out of your objectives. You have a wide network of support; including previous DEGS, the placement managers, a career mentor and your Target Area Owner (TAO). The time goes so quickly and you learn a lot in a short space of time. It's an exciting programme and can offer a great springboard for your future career with Airbus."