



## VACANCY: LOCAL TRAINING MANAGER BRU-LGG

### Your role

The mission and purpose of this role is to design, implement, and manage learning initiatives that enhance employee skills, ensure compliance with aviation and cargo handling regulations, and build leadership capabilities across the organization. This role ensures that employees are trained to deliver operational excellence, safety, and customer service in line with global air cargo industry standards.

### Responsibilities

- ✓ Training Needs Analysis
  - Conduct annual and role-based training needs assessments for cargo operations, customer service, and leadership roles.
  - Align training needs with organizational strategy, safety standards, and regulatory requirements.
- ✓ Program Design & Delivery
  - Develop and deliver training programs on cargo handling, safety, security (e.g., DGR, SMS, QHSSE), compliance, and leadership.
  - Collaborate with operational leaders to create function-specific learning paths.
  - Identify and onboard external training partners, aviation training institutes, or e-learning platforms.
- ✓ Regulatory & Compliance Training
  - Ensure employees receive mandatory training as per DGCA, IATA, ICAO, and airline customer requirements.
  - Maintain training records for audit and compliance purposes.
- ✓ Leadership & Talent Development
  - Design and implement leadership development programs for managers and supervisors.
  - Support succession planning through targeted L&D interventions.
- ✓ Learning Culture & Innovation
  - Drive adoption of LMS Module of SuccessFactors
  - Foster a continuous learning culture across the workforce.
- ✓ Stakeholder Management
  - Work closely with HR, Operations, and Safety teams to align L&D priorities with business goals.
  - Present training metrics and progress reports to senior management.

### Qualification/Experience

- Industry Knowledge – Understanding of air cargo operations, IATA regulations, dangerous goods handling, warehouse safety, and customer service standards.
- Instructional Design – Ability to design engaging, learner-centric training programs (classroom, e-learning, blended).
- Learning Management Systems (LMS) – Proficiency in managing LMS platforms and digital training tools.

**WFS CORE VALUES:  
SAFETY – CUSTOMER FOCUS – RESPECT – TEAMWORK - EXCELLENCE**



- Facilitation & Coaching – Strong skills in delivering leadership and behavioral training.
- Data & Analytics – Ability to track, analyze, and report training effectiveness (KPI dashboards, ROI).
- Regulatory Awareness – Knowledge of DGCA, IATA, ICAO, and ISO standards applicable to training.
- Change Management – Skills in managing learning-related transformation initiatives.
- Communication & Stakeholder Influence – Strong interpersonal skills to work with leadership, operations teams, and external auditors.
- Good knowledge of English, French and Dutch

**Place of employment: WFS BRUCARGO and WFS LIEGE CARGO**

Interested? Please, send your CV and cover letter to [recruiting.be@wfs.aero](mailto:recruiting.be@wfs.aero) before 30.11.2025.

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