

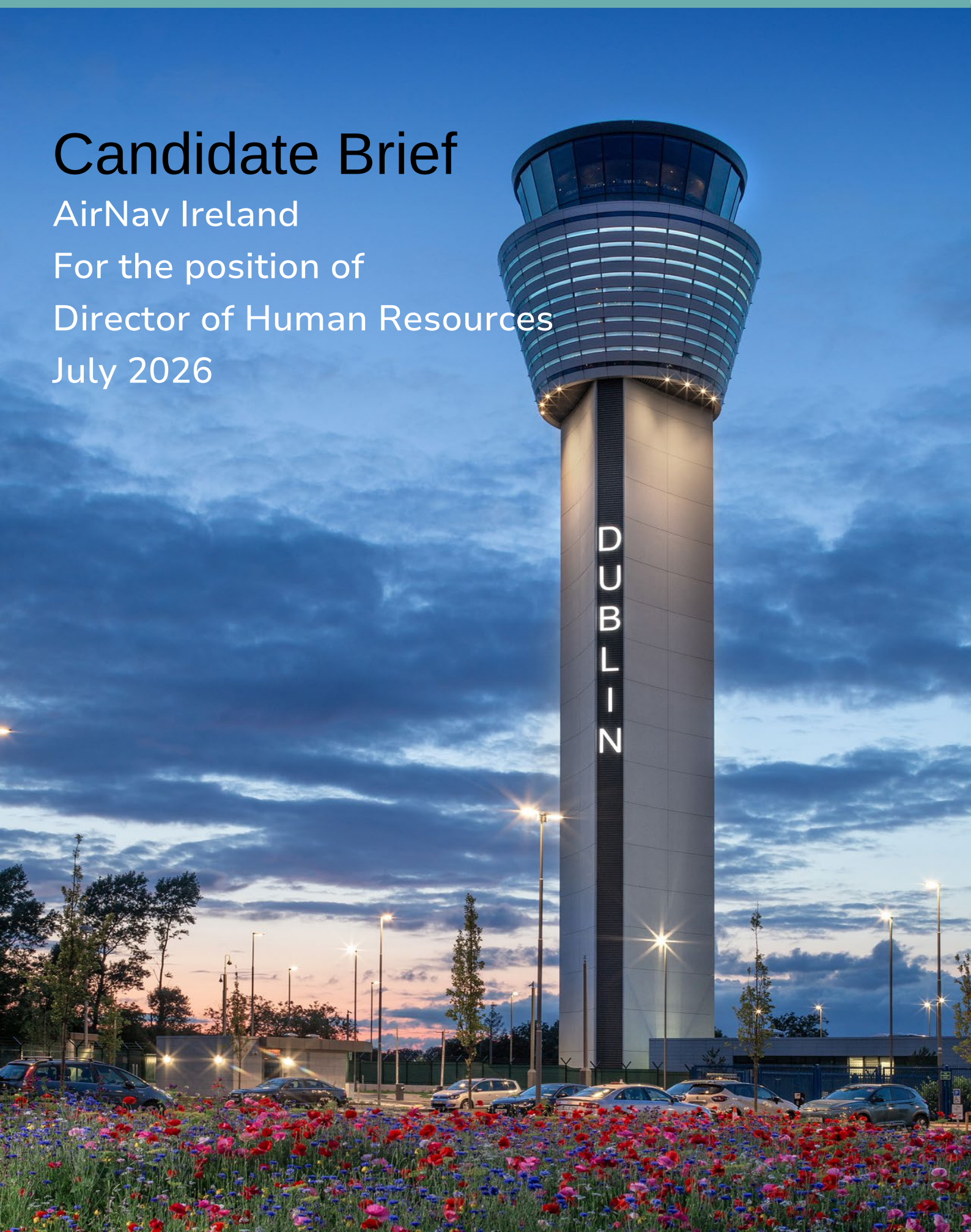
Candidate Brief

AirNav Ireland

For the position of

Director of Human Resources

July 2026



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The information contained in this report may include sensitive personal and commercial details. The distribution of this report should therefore be limited to those directly involved. Every care has been taken to ensure the accuracy of the contents of this report. The information set out below is given in good faith but without liability on the part of the Company, its employees or its agents.

About AirNav

AirNav Ireland is a critical national infrastructure provider responsible for the safe and efficient management of air navigation services in the 451,000km² of airspace controlled by Ireland. Operating in a highly regulated, safety-critical environment, the organisation plays a vital role in supporting Ireland's aviation sector and broader economy.



AirNav Ireland is a financially independent commercial semi-state company employing approximately 700 people across its business divisions – air traffic control, technical services, administration and corporate affairs and is located across six locations in Ireland, including Dublin city centre (HQ); Dublin, Cork and Shannon

airports; Ballygirreen, County Clare; and Ballycasey, County Clare.

Opportunity

THE ROLE

Reporting to the Chief Executive and serving as a key member of the Executive Management Team, the Director of Human Resources will lead the development and delivery of a forward-looking people strategy aligned to organisational priorities, regulatory requirements, and long-term sustainability. This is a pivotal leadership role with responsibility for shaping organisational culture, driving workforce transformation, and ensuring excellence across industrial relations, governance, talent, and safety leadership.

RESPONSIBILITIES

Strategic Leadership

- Develop and deliver a comprehensive HR strategy aligned to corporate objectives
- Act as a trusted advisor to the CEO, Executive Team and Board
- Lead enterprise-wide transformation and change programmes

Safety & Culture Leadership

- Act as a key member of the Executive Team in embedding and strengthening a safety-first organisational culture
- Ensure people strategies fully support and integrate with AirNav Ireland's Safety Management System (SMS)
- Champion a 'just culture' environment that promotes open reporting, learning and continuous improvement
- Embed human factors principles into leadership, performance management, training and organisational design
- Partner with operational leaders to ensure workforce capability, fatigue management and resourcing support safe operations
- Ensure organisational change initiatives are designed and delivered with full consideration of safety risk and operational resilience

Industrial & Employee Relations

- Provide executive oversight of industrial relations strategy including union engagement

- Lead collective bargaining and represent the organisation in third-party processes
- Ensure consistent, fair and legally robust employee relations practices

Workforce, Talent & Organisation Development

- Lead workforce planning aligned to current and future operational needs
- Oversee leadership development, succession planning and recruitment
- Embed performance, learning and engagement frameworks

Governance, Risk & Compliance

- Ensure compliance with employment law and governance frameworks
- Identify and mitigate people-related risks, particularly those impacting safety and operational continuity
- Oversee HR policies, systems and controls

Leadership

- Lead and develop a high-performing HR function
- Drive data-led decision making and continuous improvement
- Manage budgets and resources effectively

The Individual

ESSENTIAL

- Significant senior HR leadership experience in complex, regulated or safety-critical environments – ideally infrastructure, aviation, transport, utility or similarly complex organisational environment.
- Deep expertise in industrial relations, employment law and organisational change – including experience engaging with unions, collective agreements, dispute resolution and complex workforce change.
- Strong understanding of safety culture, human factors and/or safety management systems including wellbeing and psychological safety programmes
- Proven track record advising executive teams and boards
- Strong analytical and data-led HR capability
- Strong financial acumen
- Good knowledge of Superannuation / pension scheme management with the ability to work with finance, actuaries and advisors on defined benefit, hybrid and defined contribution pension matters.
- Excellent stakeholder engagement, influencing and negotiation skills
- Strong track record in strategic workforce planning – including recruitment, training pipelines, retention, succession planning and organisational capability development
- Values-led leadership with a strong commitment to safety, people, integrity, environmental responsibility, service excellence, diversity and inclusion.
- Relevant degree in HR or related discipline; professional accreditation desirable

Leadership Impact

This role offers the opportunity to shape the future workforce of a critical national infrastructure provider, influence safety and culture at executive level, and lead in a highly complex, regulated environment where human performance and organisational culture directly impact operational safety.

How to Apply

Odgers Ireland have been exclusively retained by AirNav to manage the appointment process. All enquiries will be managed in strict confidence by Odgers.

Candidates for this role will be sourced through both an advertised and executive search process. If you believe you have the drive, passion and experience necessary to take on this role, please submit a single document with the following elements included to applicationsireland@odgers.com referencing *AirNav Director of Human Resources*..

- A comprehensive CV.
- A short cover letter/personal statement (i.e. no more than 2 pages) outlining why you wish to be considered for the post and where you believe your personal qualities, qualifications, specialist knowledge, experience and values meet the requirements of the position.

Closing date for receipt of applications is 5pm Friday 31st July 2026.

REMUNERATION

Salary range - €167,580 - €186,200 (5-point scale).

Benefits package will be shared at a later date with potential candidates.

CONTACT DETAILS

For a conversation in confidence, please contact:

Freya McMorrow

freya.mcmorrow@odgers.com

Your Dedicated Team



SUSAN KELLY

Partner

Susan is a Partner at Odgers, leading the Public & Semi-State Practice, with additional expertise in healthcare. She advises boards and senior leadership teams on executive appointments and talent strategy, bringing deep experience in regulated and complex environments and a strong commitment to diversity and inclusion.

FREYA MCMORROW

Research Consultant

Freya works on executive search assignments for clients across a range of sectors including the Arts, Media, Retail, Food & Beverage, & Technology.

Prior to joining Odgers, Freya worked in the Irish film & cultural sector. She spent two years at Wild Atlantic Pictures where she primarily assisted on high-profile productions both in Ireland and abroad.

Freya holds a Bachelor's degree in International Languages & Linguistics from University College Dublin and recently received her Masters Degree in Arts & Culture: Policy, Management & Education.



AILEEN MCEVOY

Executive Assistant



Aileen joined Odgers in 2000. She is PA to Ray Carolan and John McCullough and is a member of the admin team. Aileen is part of the candidate care team and is responsible for communications between candidates and the Odgers Ireland team.

Candidate Charter

TALENTED PEOPLE ARE OUR LIFEblood

If we approach you about a specific opportunity, or you contact us to share your experience, skills and career ambitions, we want you to have a constructive and value adding experience...

We recognise that we have a commitment to you as well as to our client, and we undertake that our dealings with you will be professional, courteous, rigorous and honest.

We will:

- Approach you after considered analysis and in relation to roles where we think there is a strong match. Your time is valuable; we don't want to waste it.
- Support you to make your candidacy as strong as it can be.
- Represent you effectively and discreetly to our client, based on accurate information that you give us in confidence.
- Be inclusive, open and fair-minded.
- Keep you informed, communicating outcomes promptly, and giving fair and honest feedback.
- Celebrate your successful outcome, and share any lessons in the event of disappointment.
- Will help you fulfil your long-term ambitions by providing you with access to events and content designed to support career development
- Embrace continuous improvement, by seeking regular feedback from those we shortlist for opportunities.

If you ever feel we have not lived up to the letter or spirit of this charter, please tell us and invite you to email Helen Thomas, Associate Partner, at helen.thomas@odgers.com.

Where Leadership Matters.