

CASE STUDY NATIONAL AIRLINES

Navigating Fleet Expansion: Understanding National Airlines' Talent Acquisition and Growth Initiative Amidst Strict Regulatory Guidelines

Meet National Airlines: National Airlines is a leading provider of cargo and passenger aviation services. As a global airline, besides regional hubs in the United States, National Airlines operates numerous flights across six continents and currently employs over 600 people worldwide. As one of the world's premier air charter service providers, their focus remains on their expansive global network to provide on-demand service to people or groups at a moment's notice.

HIGHLIGHTS



15
CORPORATE
PLACEMENTS



18 MONTH
TIMELINE

AREAS OF SUPPORT



CARGO
FUNCTION



AIRLINE
FUNCTION

GOALS



National Airlines had several key goals, primarily centered around addressing the retirement of a maintenance function and expanding its fleet. Their objectives included rapidly replacing retiring staff, fully staffing the Maintenance Control Functions with over 10 positions within 18 months to enable growth, and optimizing the hiring process in collaboration with the business to secure top candidates efficiently.

CHALLENGES



Before TalentoHC, National Airlines struggled to find qualified candidates in the highly regulated industry. They needed a partner to come in and work quickly to make an impact in their airline and cargo teams. As many of their controllers were retiring, they needed a partner to act quickly.



SOLUTIONS

01

PROFESSIONAL SEARCH

Talento provided professional and corporate recruiting services to fill 15 corporate positions throughout 2022 - 2023 and continues to support National across corporate functions including Operations, Maintenance Control and IT.

02

MAINTENANCE CONTROL

With a strong focus on optimizing the hiring process and leveraging our extensive network of aviation professionals, we successfully facilitated the growth of National Airlines' Maintenance Control functions, filling more than 10 positions within 18 months.

03

LEVERAGING EXPERTISE

Our expertise in niche aviation-focused searches and efficient recruitment strategies enabled us to overcome challenges during our National Airlines partnership such as high turnover rates and regulatory complexities, ensuring the continuity of a highly regulated industry.

PLACEMENTS

- Senior Maintenance Manager
- Sr. Software Engineer
- Director of Flight Operations
- Director of Crew Scheduling
- Manager, Maintenance Control
- Manager of Quality Control
- Passenger Sales & Operations
- Planning Manager
- IT Manager
- Business Development Manager
- Cyber Security Analyst
- Quality Control Inspector
- Maintenance Control
- Heavy Maintenance Representative
- Software Developer
- Product Owner

