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WELCOME...

The decision to launch Best Places To Work In Aviation was inspired by the challenges aviation is facing in terms of its human capital, something exacerbated by the Covid pandemic.

This problem goes right to the heart of the industry, not just in customer-facing roles we as consumers see when flying like cabin crew, pilots and airport check-in and customer service personnel.

We know, as the publisher of MRO Management, Aircraft Cabin Management, and Air Cargo Management that the lack of experienced, certified professionals is having an impact in many of the unseen roles that keep the industry flying.

This isn't a problem that's going to be solved overnight but it is one that's going to require the sector to work together to present itself to the next generation of workers as an industry that offers exciting, fulfilling and worthwhile career opportunities.

So, for us to have seven companies recognised as our inaugural Best Places To Work For In Aviation, is something really special because it's not just ABN putting these firms on a pedestal, it's the people themselves who work for these employers.

Our independent survey, carried out in partnership with Workforce Research Group, ensures that this accolade is as credible as it possibly can be, and that anyone who sees our Best Places logo can trust that this is a badge of honour truly earned.



▲ Celebrating Best Places at World Aviation Festival

Aviation companies are having to compete not just with each other for the best talent but also with other sectors that arguably have an image of being more highly paid, more innovative, more flexible in terms of work/life balance, and more sustainable.

Some of these perceptions will be hard for aviation to address – you can't fix a hydraulic valve on an aircraft's undercarriage while working from home - but it's essential that the sector presents itself in the best light possible if it's going to be attracting the brightest and the best.

We're determined that ABN's Best Places initiative will play a small role in helping in that challenge.

Congratulations to our first-ever winners, you join a small but very exclusive group, and we look forward to many more great aviation employers making our Best Places To Work list this year.

Lee Hayhurst
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Aviation Business News



In September Aviation Business News hosted over 100 industry professionals to mark the achievements of our inaugural Best Places To Work In Aviation 2024 winners during World Aviation Festival in Amsterdam.

We brought together delegates from across the industry along with our Best Places sponsors to celebrate, network and enjoy the stunning views of the city from the Hasta La Vista rooftop bar at the INNside by Melia.





Family Values

Thomas Bulirsch, founder of aviationscouts, the firm with the highest ABN Best Places To Work In Aviation survey score, is focussed on maintaining its friendly ethos as it grows

For a small company of fewer than 30 employees in total aviationscouts, a German supplier of refurbished aircraft interiors, has an extremely diverse workforce.

There are around 15 different nationalities represented on the payroll and among them 10 languages spoken, so creating a place that feels like home is important.

Thomas Bulirsch, chief executive and founder, said where the company is based in Lichtenfels, between Frankfurt and Munich, is a little unusual for an aviation firm.

"We are a quite small company. We are a niche player. It's not too easy to bring people to work in such a place in aviation, because it's not very typical for our area.

"We believe it's important to have fun at work because you spend so much of your life there, and we always try to make work a place where everybody feels at home.

"Getting such an award as Best Places To Work In Aviation, it seems that we are doing something right. We are very proud. It means a lot to me, and it also means a lot to the team."

One key thing that really unifies the workforce is rather than speaking German in the office they communicate in English.

"That makes it also easy and interesting for people to join us that come from an international environment," said Bulirsch.

"We attract people from India, from Africa, from different parts of Germany, different parts of Europe, and also Asia. Speaking English gives us all the same possibility to communicate."

Aviationscouts is in the business of buying and selling used aircraft interiors. It takes interiors, including seats, from larger airlines and stores them at its facility.

Being based in the countryside means it has 6,500 square metres of its own storage ensuring it has a competitive



2

advantage because this is one of the major costs of any parts supplier.

The firm also has a factory where the interiors are refurbished and restored before being delivered to its customers worldwide and brought back into the market.

Bulirsch says the firm has a "very sustainable approach" which is also cost-effective for airline operators as well as offering them short lead-in times.

"Our customers receive from us a kind of one-stop-shop solution. We manage a complete programme, and we integrate the interiors that we sell into the aircraft," he said. "It is a busy market, especially after Covid.

"We had a lot of supply chain issues in the industry, and a lot of companies were looking to the surplus market where they could find parts that were in stock and at competitive prices. In fact, the years following Covid have been very successful."

Bulirsch said a work hard approach is also complemented by plenty of opportunity for staff to enjoy being in each other's company.

"Most important for us is to make sure aviationscouts is a very nice place



1



Hemal Bharadva
director of operations and engineering

“ aviationscouts is an exciting place to work because of the dynamic challenges we tackle every day. From managing operations to driving engineering solutions, I love that we’re always innovating and finding ways to improve aircraft interiors. The team spirit and collaborative approach make working here truly fulfilling. With a strong focus on professional development and continuous learning, aviationscouts is the perfect place to grow and make a real impact in the aviation industry.”

1. The aviationscouts team enjoying Oktoberfest 2. Team bonding at Lazer Tag 3. aviationscouts staff at their HQ in Lichtenfels, Germany

which he said epitomised the family nature of the aviation sector.

“The first thing you see when you are at a show like this is that our industry is quite small. It’s a kind of family. We always call it aviation family, and that’s the first impression that you get.

“I think it’s important that we are challenging ourselves, and we are challenging the people that work for us, because if they get bored, they wouldn’t have as much fun as work.”

Last year, nearly three decades after founding aviationscouts Bulirsch decided to sell the company to a bigger group. It is now part of the AES group.

Aviationscouts and AES are combining their experience and skills in component

‘We believe it’s important to have fun at work because you spend so much of your live there’ - Thomas Bulirsch

to be, and everybody should have fun when they come to work. That’s what we always wanted to accomplish.

“We have done some upgrades to the office like adding table tennis and table soccer, things like that, so in between the work you have some time to get your head free and to relax a little.

“And we upgraded our cantina so people can go there during the day and cook some stuff for themselves and enjoy themselves.

“And we also try to do some things as a team, going out every year together for events like an Oktoberfest, or always having a nice Christmas party together.

“Just things you would do with your family. We are still small enough to do that in our team and keep that spirit up, and not only be work colleagues but also friends in the company.”

Bulirsch said the aviation sector does struggle to attract the right people and that ABN’s Best Places To Work In Aviation was an opportunity to address that.

“One of the biggest problems in our industry is to get good people and I think any promotion that you can get for that is so important for all of us.

“At the end of the day, that is the main thing that attracted us to register for Best Places. You have a great readership and it was more than clear for us that we wanted to be a part of that.

“Being based in a smaller city in the countryside in Germany, it’s sometimes very difficult to get people who are already in the aviation industry to join us.

“We also attract people from other industries, and some of them have never worked in aviation before.

“We have always been very proud of our company culture, and we were able to promote that to potential employees on our home page.

“People that were searching for us would see that, but having the Best Places forum that you are giving us will allow us to promote ourselves to a wider range of people.

“We hope a lot of new people are attracted by that and we get more applications and hopefully find good new team members who enjoy the industry as we do.”

Bulirsch was speaking to ABN at last year’s MRO Europe event in Barcelona



Lothar Dötschel

Warehouse & Logistics

“As a trained carpenter, I enjoy working with my hands and making sure everything runs smoothly behind the scenes. At aviationscouts, my job is all about preparation—whether it’s organising and storing aircraft seats properly, ensuring the workspace is set up for our experts, or getting everything ready for trade shows. I take pride in knowing that my work helps the team stay efficient and focused. It’s a role that keeps me engaged, and no two days are the same!”



Lupe Iterru

Finance Assistant

“I came to Germany to support my daughter and grandson, thinking it would just be a temporary stop. But then I found a second home at aviationscouts. Having worked in tourism in Cuba and Spain, transitioning into aviation interiors was unexpected but exciting. Even after 20 years, I still enjoy coming in for a few hours—because here, I feel needed, engaged, and part of a team that values experience and dedication.”



Founded

1998



Number of Employees

24



Headquarters

Lichtenfels, Germany

Other Offices

AES headquarters in Cologne, Germany

Six international sales partners

supporting global operations

repair and servicing, buying and selling, trading and brokering to create a stronger firm.

The ambition is also to grow internationally, something Bulirsch acknowledges will bring its people management challenges which he’s confident the firm has the culture to overcome.

“We reached a size where we just needed bigger structure to keep growing. If an organisation is growing you cannot keep every single person in a big organisation happy.

“But at the end of the day when you fit and merge organisations together, I believe the most important thing is to look at the cultures of the companies first.

“Because if the cultures fit together, the people will come together and when the people come together the job will be easier.

“The goal of every small company that is growing into a bigger organisation is to keep their culture because that’s what made them strong.

“That was the main thing that we were looking at and we are very happy that we found a terrific partner that really shares the same values as us.”

TIMELINE

1998

Founding of Global Aerotrade
Established as a purchasing office for aircraft spare parts in Lichtenfels

2002

Rebranded as cabininteriors, added sales capabilities, and moved into new facilities with extended office space and a 200m² warehouse.

2004

Renamed to Flightline Products
Became the exclusive sales and purchasing facility for Flightline Products in Europe

2014

Flightline Products acquired by Wencor Group and rebranded aviationscouts
Launched aviationgate.com - an online marketplace for surplus aircraft seats

2015

Relocated to Lichtenfels
Expanded warehouse to 3,500m² and office space to 500 m²

2016

Expanded into major aircraft seat projects
Managed fleet-wide seat sales for KLM (B777) and Philippine Airlines (A330)

2018

20th anniversary and quality system expansion
Initiated EN 9120 certification process

2019

Received Export Award Bavaria 2019
Completed A330 enhanced interior projects with Avianor

2021

Achieved EN 9100:2018 & ISO 9001:2015 certifications
Relaunched aviationgate.com

2023

25th anniversary and warehouse expansion

2024

Joined the Aerotec Europe group, strengthening aircraft cabin refurbishment and component repair capabilities



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People, performance pillars & progression

Human resources director, *Natasha Whitney*, talks about the formula that ensures a positive working culture for staff at EirTrade Aviation

EirTrade Aviation, founded in 2010, is a global aviation asset management and trading company headquartered in Dublin, Ireland.

With over 110 employees and operations across Europe, the Americas and Asia, EirTrade's role is to optimise client asset value through a variety of services.

Dedicated to the support of MROs, operators and lessors, EirTrade offers end of life asset management, engine and aircraft parts and asset trading, disassembly, leasing and consignments, and storage and technical services.

Ireland's only aircraft disassembly facility is located at its AFRA-accredited premises in Ireland West Airport, Knock.

This provides streamlined disassembly of all aircraft types. EirTrade's engine disassembly facility for CFM56-3/5A/5B/7B/7BE engines offers engine module disassembly and removal, pre-purchase inspection, QEC/LRU inventory check and engine stand swaps and storage.

EirTrade Aviation's goal is to create and maintain a successful business and this goal can only be achieved in an environment where employees are inspired to contribute fully and collectively to drive the company forward.

Natasha Whitney, human resources director, said: "Investing in our employees is a top priority and we do this in many ways from offering career progression opportunities to prioritising the wellness of our staff and ensuring they have a healthy work/life balance.

"All of these factors have contributed to making EirTrade one of the best places to work in the aviation industry."

Career Progression Opportunities

EirTrade ensures that all employees have the opportunity to progress in the company by having performance pillars in place to ensure that staff have clear career paths and can steer their careers



2

in the direction that they want for longer term success.

Whitney explained: "Each employee of the company is provided with a written set of performance objectives covering each of the three EirTrade performance pillars relating to their specific role.

"As a result, all staff have, clear and aligned goals and objectives, a climate of development, recognition of high performance, and on-going conversations about the behaviours that contribute to performance."

All staff are also encouraged to apply for roles that open in the company and a high number of staff have progressed very well in their careers within EirTrade.

Others have changed departments as they expressed a desire to move their career in another direction which the team is very supportive of.

Work/Life Balance

EirTrade believes that the health and wellbeing of all employees is of the utmost importance and encourage and support all employees to prioritise their own wellbeing.

Disconnecting from work is vital for wellbeing; and helps achieve a healthy and sustainable work-life balance.



1



Peter Murray
senior key account manager

“Being a member of the EirTrade team is an honour and I feel fortunate to be part of an environment which provides potential for personal and professional development. There are plenty of opportunities to meet others who work in this dynamic industry by attending events across the world on behalf of EirTrade. As a team we possess the important values of excellence, respect and integrity which guide our daily work and how we interact with our colleagues, suppliers and most important, our customers.”

1. EirTrade Aviation HQ, County Dublin, Ireland. 2. EirTrade Aviation team at PAM 2023. 3. Airframe disassembly facility, Knock, Ireland. 4. Natasha Whitney, HR director

The Workplace Environment

EirTrade's workspaces comprise offices, warehousing and external premises at airport hangars.

They offer shared spaces with comfortable seating, TVs and ping pong tables where staff can relax during breaks.

Whitney believes “that the shared spaces for breaks encourage departments to connect and collaborate which promotes a culture of teamwork.”

The safety of all staff is also critical to the Company which is why all staff receive extensive safety training and are issued with all the suitable PPE.

Digital QR codes for the daily checks of forklifts are used to make the process quicker and easier for employees.

‘Investing in our employees is a top priority and we do this in many ways’ - Natasha Whitney, HR director

Whitney said: “The company recognises that every employee is entitled to switch off outside of their normal working hours and enjoy their free time away from work without being disturbed, unless there is an emergency or agreement to do so.

“Managers have separate work phones so that they can switch off when not working. The company is very conscious not to send correspondence outside of work hours and no employee is expected to respond to work matters when not at work.”

The company seeks to support its employees in achieving a better

balance between work and personal commitments and will make every reasonable effort where possible to facilitate flexibility, considering the requirements of the business and individual needs.

Social and Wellness

EirTrade further supports the wellbeing of its employees by allocating a sum of money annually for each employee to use towards gym or sports club memberships.

Employees have taken part in several golfing, running, football and gym related activities as teams, both at company events and in their own time.

Employees enjoy participation in annual golf days as well as organised sporting events such as ‘fun runs.’ EirTrade also sponsors employees for competitive sporting events such as marathons and athletics.

In addition, the company contributes to employees' health care each year. This includes a contribution to health insurance as well as providing access to medical services such as a digital GP, bereavement support, medical second opinions and more.



4

PARTNERSHIP

► EirTrade Aviation receives its Best Places award at the PAM 2024 Conference in Dublin



Conor O'Brien origination and trading manager

“ Since starting my career at EirTrade, I always feel supported and get given ample training opportunities so I can progress. It's an exciting, dynamic place to work where every day is different, and all employees are appreciated. I look forward to continuing my journey in a company that is growing and expanding.”



Lauren Reardon repairs executive

“ Working at EirTrade is a highly rewarding experience. New challenges ensure I keep learning. More senior team members are always open to sharing their knowledge with me and no question is ever a silly one. I have a great work/life balance and have the opportunity to work flexibly when needed. I am proud to be a part of EirTrade and I look forward to building my career here.”



EirTrade strives to be ahead of technological advancements to make processes quicker and smoother for all staff which is why it has added headcount to the internal IT team who spearhead the continuous improvement and upgrades to the ERP system.

Whitney said: “This ensures that staff have the continued ease of use of all systems that enable them to do their job.

Making everyone's day-to-day tasks as straightforward as possible is very important to the team. Any processes that can be automated, have been.”

Positive culture

The combination of the above initiatives demonstrates how the company values its people and why it won the ‘Best Place to Work in Aviation’ award.

Staff engagement is high and employees are actively involved in improvement processes to ensure that EirTrade is a positive, inclusive, and an engaging place of work.

Whitney said: “The company has a positive culture, we work hard, and we play hard. Employees are empowered to own their role, and we have found that their empowerment allows our young and ambitious team to grow into roles more quickly and successfully than they might have in other companies.

“The EirTrade Aviation team is honoured to be recognised as one of the best places to work in aviation and we will keep striving to ensure that employees continue to feel valued.”

TIMELINE

2010

EirTrade founded in November 2010

2012

Airframe disassembly facility established in Knock, Ireland

2019

Set up engine hospital shop in Dublin for Lufthansa's Irish operations

2021

Established US facility in Dallas, Texas

2021

EirTrade obtained AFRA accreditation at Knock facility

2022

Engine disassembly facility established in Dublin, Ireland

2022

Awarded Part 145 line maintenance approval

2023

Became the first to disassemble two 10-year-old B787-8s and the first supplier of B787 USM in the industry

2023

Received investment from Acorn Capital Management

2024

EirTrade's global storage capacity increased to 240,000 sq. ft



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1

Strength in diversity for fast-growing FDH Aero

The US supply chain specialist had a double celebration at MRO Europe where it was presented with its Best Places certificate and was marking a significant milestone

For Los Angeles-based FDH Aero 2024 was a year to celebrate as it became a Best Place To Work In Aviation and also in marked its 60th anniversary.

An expert in aerospace parts and supply chain, FDH currently employs over 1,500 staff in locations around the globe including London, Bremen in Germany, Singapore, and Shanghai.

In November, Aviation Business News caught up with Heather Rosenow, vice president for global marketing and communication and marketing, at MRO Europe in Barcelona where they were proudly promoting their Best Places accolade.

She told the ABNcast podcast why they entered Best Places and what becoming one of our inaugural winners means for the firm: “We place a heavy focus on our people,” she said.

“We try to make sure that we’re bringing in not only wellness activities and things that help our employees and

their families, but also that we bring diversity into our business.

“We’re 51% women globally, and 58% underrepresented groups, and we think the combination of those things really helps to drive innovation.

“As we continue to grow we’re looking to recruit and find new employees and we really wanted to shine a light on all the great work that our people and culture team have been doing.

“We were so excited with this opportunity to be able to showcase some of that.”

With a workforce located around the planet Rosenow is conscious of the added challenges that presents companies that want to embed a shared culture across the organisation.

“It can be challenging, but we have to find ways to make sure everybody’s connected,” she said, “that we continue promoting our culture and our values.

“We also really look at personal and leadership development, finding young up and comers, and how we give them

leadership training and growth along with other educational opportunities.

“There’s a lot that really focuses on the person, as well as their professional growth.”

FDH believes its commitment to diversity at all levels is something that’s really important.

Rosenow said: “Whether that be women engaging in our warehouse and how we fulfil product for our customers, to women engineers, up to our leadership team, we make sure we’ve got diversity at all levels.

“Work life balance is very important, because we have to put our employees first. And we know that when you offer them that balance they come to work not only as their authentic self, but come ready to really contribute.”

As well as gender diversity, FDH also has employees from across the different age brackets, so how does the company find recruiting, particularly among younger generations?



LOCATION OF HQ & OFFICES



1,500+
NUMBER OF EMPLOYEES



“We have several different things our HR team does, whether that be recruiting at events like this or pursuing partnerships with local universities and schools,” said Rosenow.

“We identify people that have the skills that we’re looking for and we recruit them in, either as interns or as entry level opportunities.”

But Rosenow said it is not just younger generations that FDH is focussed on. “We also look at veterans and how we can bring them back into the workplace.

“Things like Best Places To Work In Aviation really helps us to promote the great things that FDH is doing.

We’re a global company with a lot of opportunity for change.

“We position ourselves as an independent supply chain solutions partner. That independence requires unconventional thinking. We look at what’s happening in the industry and ask ourselves ‘is there a way to do it better’?

“We challenge the way things have always been done. When you’re doing that, you’re bringing people from many different industries, not necessarily people who have been in aviation their whole career.”

Rosenow said FDH has not encountered much push back from younger potential employees about choosing aviation as a career.

But she said the younger generations are looking to companies in sectors that can provide them with exciting opportunities to really make a difference.

“When you have a company that’s trying to innovate and do things differently, that’s what is attracting the younger generations. We’re fast moving. We have to be agile.

“We want people to come in as their authentic self and that are respectful. We’re not putting square pegs into round holes.”



Erin Waidelich
Vice President,
Hardware - Americas

“Building community within our organisation has been a deeply personal experience for me. “I’ve seen firsthand how our values of respect, being able to bring my authentic self to work, and fostering accountability have created an environment where myself and others genuinely connect and thrive. “These principles aren’t just words on paper—they shape how we work together and grow as a team every day, they are a testament to our culture.”

1. FDH Aero staff at work. 2. FDH Aero’s Heather Rosenow

Recruitment is one thing, but a major challenge many organisations face is retention and that often revolves around offering opportunities to train and experience different roles.

Rosenow said: “A big part of it is making sure that people have exposure to different initiatives or projects.

“Our leadership team is very accessible, and we want to get people involved and brainstorming on things that we can do and that allows people to grow their careers.

“They’re involved in initiatives that may expose them to different parts of the business and give them an opportunity for a wonderful career path.”

Rosenow said there are always opportunities to grow and its leadership



4

PARTNERSHIP

► FDH Aero colleagues
take time-out



Jason Lewis
vice president, global quality

“We are laser focused on the customer experience through superior performance, it’s part of our DNA and sets us apart.

“One of the biggest factors that goes into that starts inside the company: FDH is a place where people can be their authentic selves, and from that foundation we are able to work together and achieve great things.”



Tram Ngo
tax director

“When working for FDH, I understand that my only limit is myself. The company supports me in exploring my interests, whether they pertain to local US regulations or international matters.

“There is never a dull moment here; we can dive deeply into the details while also contributing meaningfully to strategic meetings. Whenever I need assistance, I know I will receive it. At FDH, I feel like a part of the company and can grow with it.”



and people teams are constantly evaluating staff based on their skills and aspirations to grow into different roles.

Of course, building a healthy work environment is not always down to the work itself but the efforts that go into team building, something Rosenow said FDH takes very seriously.

“There’s things that we do for community building within our company, whether that be events and gatherings.

“We use all the technological tools that are available to us to stay connected virtually with folks around the globe.

“But we also formed ERGs [Employee Resource Groups], for example we’ve got ‘women of FDH Aero’, that we bring together, not always physically.

“We have virtual summits and events, so people can both grow themselves personally, but also learn about trends and innovations in the industry as well as professional development.

“We’re celebrating our 60th anniversary this year and have these great anniversary celebratory T-shirts. We had a lovely global breakfast for all employees, where everyone came together.

“Teams in every office, and remote workers as well, voted on a service project that we’re going to be doing before the end of the year.

“Each of the regions got to choose something, and then they collectively show our values and the way we contribute in the community.

“That balances that authenticity we like to see in our business with really living our values.”

TIMELINE

1964

founded as Aircraft Fasteners International (AFI)

2007

acquired by Housatonic Partners and Tucker Partners

2014

acquired Arlington International Aviation Products (AIAP)

2017

company acquired by Audax Private Equity

2018

acquired Blue Sky Industries and PDQ Airspares

2019

acquired BTC Electronics and Aerospheres

2020

acquired Société AHE

2021

acquired Madison Aerospace, Stealth Aerospace, and Unical Defence (UDI)

2022

acquired Calco Aerospace and Electro Enterprises

2023

acquired BJG Electronics, rebranded FDH Electronics

2024

UDI becomes flagship brand for the new FDH defence aftermarket division



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FDHAero.com

Our other 2024 Best Places To Work In Aviation Winners

Four firms specialising in maintenance and repair, supply chain, airport operations and recruitment, completed our Best Places roll



Accessory Aero Group

A specialist aircraft maintenance and repair firm based in Griffin, Georgia

AAG places a great deal of emphasis on coming together as a family and helping each other.

It also has a comprehensive approach to wellness and 'giving back' with an employee volunteering programme, matched charitable donations scheme and community service days.

Here are some of the comments from the employer survey carried out by Workforce Research Group.

“We here at AAG are committed to providing the best overall customer service for everyone. Our team is very family oriented and go out of their way to provide great work and service.”



Pooling talent: AAG staff relax

“We hire anyone that is willing to put in the work and give their all. No matter what color, race, religion, etc.”

“Our strategy is to give everyone an opportunity to put in the work and perform to their fullest potential.”

“We all help each other outside the workplace if anyone needs it we are very family oriented.”

AAG says it prides itself on the following core values:

- No Limits
- Our word is our bond
- Candle of Love
- How can I help
- Attention to detail
- Whatever it takes



Asia Pacific Aircraft Component Services

A joint venture MRO between SIA Engineering and SR Technics based in Malaysia

APACS says it has a strategy of recruiting a diverse workforce from many different backgrounds and maintaining an inclusive work environment that ensures employees feel respected and valued.

The firm's strategy for recruiting and retaining Gen Z employees centres on flexibility and work-life balance including comprehensive leave benefits ensuring they can manage personal commitments and maintain a healthy work-life balance.

Here's what APACS had to say about itself in our employer survey:



Giving back: An APACS community project

“We offer good career development and international exposure through global client collaborations.

“We prioritise safety and quality standards and support work-life balance with flexible arrangements and benefits.

“Our focus on professionalism and continuous improvement fosters a positive culture. We recognise top performers with awards like the STAR Award, Bronze Hornbill, Silver Tapir, and Golden Tiger.

“Our employee engagement activities and strong leadership enhance relationships and teamwork. With an open-door policy, we ensure transparency and foster a supportive work environment.



Seen in green: JFKIAT staff pose in T4 t-shirts

“ We make it a priority to celebrate each employee’s special day with personalised acknowledgments and thoughtful gifts, fostering a positive and inclusive workplace culture.

“ We also celebrate a Long Service Award. This accolade highlights the dedication and commitment of our long-term employees, whose loyalty and hard work have been instrumental to our ongoing success and growth.”



JFK International Air Terminal

An airport operator that runs Terminal 4 at JFK Airport in New York
A commitment to diversity and inclusion is at the heart of JFK International Air Terminal’s approach to its people and talent.

The company also has a strong commitment to supporting its local community, the borough of Queens, through its corporate philanthropy programme 4GOOD that promotes educational, social, and professional success.

In being named a Best Place To Work In Aviation, JFK International Air Terminal, said:

“ As the operator of the largest international air terminal within NYC’s most diverse borough, JFKIAT is acclaimed as a top-ranked workplace not only for its industry-leading work, but for its investment in its team.

“ The company is committed to becoming one of the most innovative and sustainable air terminals in the world.

“ Through the hard work of its dedicated and highly skilled team, JFKIAT continues to look for new ways to elevate its customer experience by upholding its core values (creating an impact, being accountable, and working as a team), capitalising on its strengths, and developing new pathways to innovation.

“ Its Proud Community pillar focuses on establishing JFKIAT as an exemplary employer where every employee feels valued.

“ This pillar aims to cultivate a diverse, inclusive workforce that represents the multi-faceted nature of

our Queens community, emphasising employee empowerment and fostering a culture that values collaboration, inclusiveness and a shared sense of purpose.”



Qualitair Aviation Services

A human resources and talent search specialist in aviation sector, Qualitair puts into practice the principles it helps its clients with.

As a people and human resource specialist in the aviation sector, Qualitair puts into practice the principles it helps its clients with.

Unconscious bias training and mentorship programmes, as well as a focus on skills and potential, rather than background are all aimed at developing an inclusive and diverse workplace that reflects the communities it serves.

This is what the firm had to say about itself in our employer survey:

“ Qualitair Randstad: Where People & Opportunities Take Flight We’re thrilled to be recognised as a great workplace.

“ At Qualitair Randstad, we empower our people to reach their full potential. We offer a supportive and collaborative environment where you can make a real impact.

“ Our unique benefits package includes competitive salaries, flexible working options, and a strong focus on career development.

“ We foster employee engagement through regular feedback sessions, recognition programs, and a commitment to work-life balance. Join us and see why Qualitair Randstad is where high-flyers thrive!”

SITA