



## Holger Hoffmann

**Nationality:** German **Date of birth:** 23/04/1966 **Gender:** Male

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**Work:** Sindlinger Str. 46, 65719 Hofheim am Taunus (Germany)

### WORK EXPERIENCE

#### Systemic Organisational Consultant

**Several profit and non-profit organisations** [ 09/2020 – Current ]

*Consulting of complex organisational change and conflict management processes  
Coaching of senior management personnel*

#### Aviation Consultant

**ICAO, IATA, EASA, Lufthansa Aviation Training, Harms Aviation** [ 04/2010 – Current ]

*Project Lead for IATA EBT Implementation Guide, Advisor to ICAO Pilot Training and Licensing Panel  
CBTA and EBT Programme development and consulting for several airlines and training organisations,  
pilot school site analysis, pilot selection process development and implementation*

#### CBTA/EBT Consultant und Policy Maker

**Lufthansa Group** [ 03/2017 – 12/2022 ]

*EBT programme development, module design and compliance management for LH German Airlines  
Coordination and consulting of EBT implementation for the Lufthansa Group airlines  
Lead of an expert group for all CBTA related Lufthansa Group policies and standards*

#### CEO Pilot Training Network

**Lufthansa Aviation Training** [ 04/2011 – 04/2014 ]

*Successful restructuring and expansion of Lufthansa Group Pilot School from < 100 to 180 students*

#### Head of Crew Training

**Condor** [ 08/2008 – 12/2009 ]

*Implementation of JAR-FCL and development of pilot selection for Condor  
Significant expansion of training for 3rd party airlines*

#### Head of Safety, Security and Quality

**Condor** [ 07/2004 – 07/2008 ]

*Integration of previous Safety, Security and Quality Departments  
Successful coordination of first IOSA audit*

#### Deputy Head of Flight Operations

**Condor** [ 11/2001 – 06/2004 ]

*Chief Pilot and Head of Human Factors Training*

#### Quality Manager Operations

**Condor Berlin** [ 09/1999 – 10/2001 ]

*Development and implementation of a Quality Assurance and Compliance Management System*

## **Controlling and Strategy Manager, IT project lead**

**Lufthansa** [ 03/1992 – 07/1998 ]

*Responsible Manager for flight operations budget (approx. 1.5 Mio Euro)*

*Development of a collective pilot agreement strategy*

*Project lead for pilot resources planning and scheduling IT*

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## **Type Rating Instructor and Examiner**

**German CAA (Luftfahrtbundesamt)** [ 02/2002 – 05/2023 ]

### **CPT B747**

**Lufthansa** [ 01/2010 – 12/2022 ]

Country: Germany

### **CPT B757/B767**

**Condor** [ 11/2001 – 12/2009 ]

### **CPT A320**

**Lufthansa / Condor Berlin** [ 07/1998 – 10/2001 ]

### **FO B737 and FO/SFO A340**

**Lufthansa** [ 05/1989 – 06/1998 ]

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## **EDUCATION AND TRAINING**

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### **Systemic Organisational Consulting**

**IPOS der EKHN** [ 05/2020 – 11/2022 ]

### **CISM, Emergency Psychosocial Care, Leadership in Crisis Management**

**ICISF, Stiftung Mayday, EKHN** [ 02/2015 – 02/2023 ]

### **European Aviation Security Manager**

**ECAC** [ 08/2007 – 08/2008 ]

### **SMS and Accident Investigation Manager**

**SAS Flight Academy, SCSJ** [ 09/2004 – 04/2006 ]

### **IOSA Auditor**

**AQS** [ 07/2005 – 02/2006 ]

### **Airline Lead Auditor**

**Condor Berlin, Condor** [ 03/2000 – 07/2005 ]

### **Master of Economics (Dipl.-Volkswirt)**

**Fernuniversität Hagen** [ 10/1988 – 09/1996 ]

### **MBA (Dipl.-Kaufmann)**

**Fernuniversität Hagen** [ 10/1988 – 03/1995 ]

### **Airline Transport Pilot License**

**Lufthansa Pilot School** [ 04/1987 – 04/1989 ]

### **High School Graduation**

[ 09/1970 – 06/1985 ]

## LANGUAGE SKILLS

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Mother tongue(s): **German**

**Other language(s):**

**English**

**LISTENING C1 READING C1 WRITING C2**

**SPOKEN PRODUCTION C1 SPOKEN INTERACTION C1**

**Spanish**

**LISTENING A1 READING A1 WRITING A1**

**SPOKEN PRODUCTION A1 SPOKEN INTERACTION A1**

*Levels: A1 and A2: Basic user; B1 and B2: Independent user; C1 and C2: Proficient user*

## VOLUNTEERING

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**Chairman of parish sponsoring association**

[ 05/2017 – Current ]

**Emergency psychosocial care Main-Taunus Kreis**

[ 11/2015 – Current ]

**Founding member of Stiftung Mayday**

[ 12/1994 – Current ]

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