



ETIHAD AVIATION GROUP ANNOUNCES NEW STRUCTURE

News / Airlines



- **Robust organisational structure to deliver transformation of the group**
- **New leadership team announced: promotion of Mohammad Al Bulooki to Chief Operating Officer, appointment of Robin Kamark as Chief Commercial Officer, and Ibrahim Nassir as Chief Human Resources & Organisational Development Officer, as part of new seven-strong C-suite**
- **Almost half of the leadership team are UAE nationals**

Etihad Aviation Group today announced a new organisational structure and operating model, effective immediately, to deliver on its mandate as it embarks on the next phase of its transformation. The reorganisation is the next step in ensuring the group is fit for purpose to prosper as a people-focused business driven by innovation, safety and sustainability, supporting Abu Dhabi's vision for the future.

Under the new structure, the group will be reorganised into seven business divisions – Operations, Commercial, Maintenance, Repair & Overhaul (MRO), Human Resources, Finance, Support Services and Transformation, led by a new executive leadership team reporting to Group Chief Executive Officer (Group CEO), Tony Douglas, who also assumes responsibility for Etihad Airways.

His Excellency Mohamed Mubarak Fadhel Al Mazrouei, Chairman of Etihad Aviation Group, said: “As we approach our 15-year anniversary, the reorganisation and restructure of the group and leadership team will help us lay the foundations for Etihad to optimise its value as a world-leading group, streamline operations, and capitalise on opportunities, allowing the business to focus on improving its core operating performance.

“We recorded an improvement in our operating results for 2017 and are confident that we are back on track this year, strengthening our position group-wide after a period of consolidation, bolstering our presence in key global markets, and continuing to support Abu Dhabi's growth in the aviation, trade and tourism sectors.”

Peter Baumgartner will now serve as the Senior Strategic Advisor to Tony Douglas as part of the executive leadership team. Having led Etihad Airways as CEO since 2016, Mr. Baumgartner will advise at group level on global partnerships and innovation.

Mohammad Al Bulooki, Etihad Airways Executive Vice President Commercial, has been promoted to Chief Operating Officer, and will be responsible for core areas including network operations, flight and technical operations, fleet engineering, aviation security and safety, as well the Etihad Airport Services entity which manages ground and cargo handling, and catering. He is also responsible for the airline's pilot and cabin crew community.

Robin Kamark has been appointed Chief Commercial Officer. Mr. Kamark, who joined Etihad Aviation Group in April 2017, will spearhead the overall commercial strategy of the airline, including cargo, sales and marketing, revenue management, customer service, network planning, and alliances. He is also charged with leading Etihad Airways' destination management arm, Hala. Ray Gammell will assume responsibility for airline equity partners.

Ibrahim Nassir has been appointed Chief Human Resources & Organisational Development Officer, and is responsible for a wide range of support functions including, among others, learning, organisational development, medical services, talent acquisition, rewards, people services, and immigration. Mr. Nassir will also lead the group's Emiratisation programme.

The new group organisational structure also sees Abdul Khaliq Saeed become Chief Engineering Officer (MRO); Mark Powers, Chief Financial Officer; Mana Al Mulla, Chief Support Services Officer; and Akram Alami, Chief Transformation Officer.

General Counsel and Company Secretary, Henning zur Hausen; Senior Vice President Government & International Affairs, Ahmed Al Qubaisi; and Vice President Corporate Affairs, Amina Taher, continue in their respective positions, also reporting to the Group CEO.

Tony Douglas, Group CEO, Etihad Aviation Group, said: “We are now well equipped to deliver our plans as a reinvigorated innovator brand, with an optimised and profitable network, technologically advanced fleet, and a strengthened position as the global airline of choice, run by a seasoned team of talented professionals. The fact that almost half of our leadership team are UAE nationals reflects our strong succession planning efforts and commitment to developing Emirati talent.

“We are already seeing positive results even during this early phase of our transformation. The eventual aim of this process is for Etihad to be in the best shape to ensure its long-term sustainability, enabling it to meet the challenges of an aviation industry in constant flux.

“Etihad is now positioned to continue supporting the mandate of our shareholder, and the growth and prominence of Abu Dhabi.”

Etihad’s transformation programme has delivered measurable results to date, with the core airline division recently reporting a 22 per cent improvement in core operating performance for 2017, driven by improved revenues of US\$ 6.1 billion and a 7.3 per cent reduction in unit costs.

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