

Biography

Mathieu CALLEWAERT

Executive Vice President Human Resources of the Commercial Aircraft business

AIRBUS

Mathieu Callewaert was appointed Executive Vice President Human Resources of the Commercial Aircraft business on 1st January 2024.

Mathieu joined Airbus in November 2019 as Senior Vice President HR, Integrated Functions / Head of European Industrial Relations and member of the Airbus Executive HR Committee. He led the HR strategy and delivery of HR solutions across all Integrated Functions. In his role as Head of European Industrial Relations, Mathieu promoted constructive social dialogue and conference with social partners on strategy, organisational and people-oriented projects. In January 2023, Mathieu became the Head of HR for Operations, whilst keeping his responsibilities as Head of European Industrial Relations. This transition marked a significant expansion of his portfolio, enabling him to tackle the operational challenges of the Company, in a first instance the steep post-pandemic ramp-up in Europe, the US and China.



Prior to this Mathieu was Vice President Human Resources Aluminium at Rio Tinto Aluminium, Montreal, with global accountability as HR Business Partner Executive for the entire Aluminium division of Rio Tinto.

With over two decades of global experience outside of France, spanning Germany, China and Canada in multiple and diverse roles, encompassing both generalist and expert positions in Human Resources, Mathieu brings a large span of knowledge, ranging from business partnering to HR expertise. A multifaceted HR professional, covering organisation design, M&A, total rewards, HR information systems, leadership development and talent management, extending across rapidly evolving sectors, including airlines, manufacturing, processing and mining. Mathieu's transformative achievements underscore his business acumen and proficiency in change management and collective bargaining.

Mathieu holds a Master's degree in political science from the Institut d'études Politiques, Grenoble, and graduated from the Essec (MBA).