



# TIACA Corporate Biographies

2020



**Steven Polmans**  
Director Cargo & Logistics  
Brussels Airport Company

## TIACA Chairman

Steven has spent most of his career in the world of aviation, having held management positions, operational and commercial across a variety of sectors, for over fifteen years.

He joined The Brussels Airport Company in October 2010 as Cargo Marketing Manager, and was appointed Head of Cargo in February 2012.

Steven is responsible for developing and implementing the overall cargo strategy of the airport.

In 2016, he became the first Chairman of BRUcargo, Brussels Airport's cargo community.



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**Sanjeev Gadhia**  
Chief Executive Officer  
Astral Aviation Limited

## TIACA Vice Chairman

Sanjeev launched cargo carrier Astral Aviation in 2000, which has grown to become the largest private cargo airline in Eastern Africa, boasting a fleet of B747-400F, DC9F, B727F and F27 freighters. He is also Vice Chairman of the African Airlines Association (AFRAA) Cargo Task Force, Africa's largest airline association and promoting co-operation in operational, commercial, technical and training fields.



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**Celine Hourcade**  
Founder  
Change Horizon

## TIACA Transition Director

Celine is TIACA's Transition Director since May 2020. As such, she is leading the Association during its transformation journey and until the future Director General is appointed.

Celine has founded Change Horizon in September 2019, a consulting company, to support aviation & logistics organizations with their long term strategy definition, and their digital transformation, innovation, sustainability and advocacy projects. As such Celine started supporting TIACA with its Sustainability program since September 2019 and then its Transformation project since December 2019.

Prior to founding Change Horizon, Celine was driving the IATA Cargo Transformation and Innovation portfolio and team, in response to the evolving needs of airlines, their customers and partners and taking into account the business environment, the regulatory landscape and IATA imperatives. It included projects such as Air Cargo Carbon Footprint, ONE Record, Smart Facility, Interactive Cargo, Modern Cargo Distribution and "Drones for tomorrow's air cargo".

Learning & development is another area of interest for Celine: from diversity and inclusion matters, to coaching and mentoring younger colleagues. Celine has initiated the IATA Future Air Cargo Executives (FACE) program to attract, retain and develop talent in the air cargo industry.

Celine is a French citizen, married and mother of 2.



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