



## Senior Asset Engineer

Position Detail			
<b>Reports To</b>	CNS&A Lifecycle Management Lead	<b>Group</b>	Asset & Capability Lifecycle Management, CFO
<b>Classification</b>	TPBD3B	<b>Location</b>	Canberra/Brisbane/Melbourne
<b>Reports - Direct Total</b>	Nil		

### Organisational Environment

Airservices is a government owned organisation providing safe, secure, efficient and environmentally responsible services to the aviation industry.

Each year we manage over four million aircraft movements carrying more than 154 million passengers, and provide air navigation services across 11 per cent of the world's airspace.

Airservices has two major operating centres in Melbourne and Brisbane and a corporate office in Canberra. We operate 29 air traffic control towers at international and regional airports, and provide aviation rescue fire fighting services (ARFFS) at 27 Australian airports.

We are committed to continuing to improve our business by providing our customers with services they value, and embedding new ways of working and technology investments to further innovate and optimise.

### Primary Purpose of Position

Airservices owns, manages, operates and maintains a significant number of geographically disperse assets which underpin the services we provided to our customers. These include Communication, Navigation, Surveillance, Air Traffic Management and Aviation Rescue Fire Fighting systems as well as Buildings and Facilities. Our assets help enable Air Traffic Management and Aviation Rescue Fire Fighting services are provided in a safe, secure, efficient and environmentally responsible way to the aviation industry.

As a Senior Asset Engineer, you will be responsible for optimising the technical and financial performance of assets throughout their lifecycle, balancing costs, risks, opportunities and performance benefits.

Reporting to the CNS&A Lifecycle Management Lead, you will be responsible for developing whole of life Asset Class Management Plans (ACMPs) aligned with our Service Plans and strategies, and for monitoring performance of our Asset Service Providers in delivering against these plans.

You will also be responsible for the ongoing management of system requirements for systems within your asset class(es) to assure continuity of required service outcomes, and for researching and developing costed options for the sustainment or replacement of assets or transition, where optimal, to a managed service model.

### Asset Class Lifecycle Management

- Ensure Asset Class Lifecycle Planning objectives and outcomes are successfully achieved through the application of best practice in asset management, domain technical knowledge and effective interpersonal skills;
- Work with Asset Owners across the Chief Service Delivery Officer (CSDO) and Chief Technology Enablement Officer (CTEO) areas to understand their service strategy and ensure alignment in relation to service outcomes, risk appetite and compliance/regulatory requirements within the asset strategy;
- Develop and maintain a fit-for-purpose ACMP, aligned with Airservices' Corporate Plan, strategic planning objectives and the Enterprise Asset Management Framework:
  - Define objectives and levels of service for all asset management activities, aligned with the Service Plan and SAMP;
  - Specify the range, volume and quality of asset planning activities;
  - Provide input into the Total Cost of Ownership (TCO) model for the asset class and identify and specify costs for all key stages of the asset management lifecycle;
  - Determine optimised asset maintenance regimes and policies;
  - Work with Asset & Capability Lifecycle Management leads to determine resources and services required to achieve asset management plans and associated artefacts (including performance reporting);
  - Use effective techniques to analyse current and forecast demands and costs;
  - Use historical data and understand drivers to support forecasts of demand, costs and required levels of service.
- Apply a Systems Engineering approach to manage system requirements throughout the asset lifecycle for the relevant asset class including input into options development and analysis, business cases, board papers and acquisition strategies which achieve return on investment, considers total cost of ownership, articulates risks and defines and quantifies benefits;
- Provision of defined subject matter expertise and advice as required, including technical/engineering work within the specialist engineering team and peer review/guidance across the team;
- Represent Airservices and Australian at National, Regional (Asia Pacific) and International aviation related forums, contributing subject matter expertise and knowledge and influencing and negotiating the outcomes of treaties, policies and standards that are in the best interests of Airservices and Australia.

### People

- Liaise with stakeholders during the requirements and execution phase of the asset life cycle and address all non-routine situations and issues;
- Coach and mentor junior engineers and asset managers (internal and external resources) to actively develop individual and team performance in the achievement of unit goals contributing to group outcomes;
- Foster and maintain productive working relationships with other Airservices staff to ensure effective coordination of all activities in support of organisational objectives;
- Partner with stakeholders to manage information and share knowledge;
- Drive and challenge business unit assumptions and constraints to ensure corporate objectives are met;
- Build and maintain effective working relationships with internal and external stakeholders to ensure that there is effective coordination of all activities in support of organisational objectives

### Compliance, Systems and Reporting

- Understand and comply with Airservices legislative and regulatory environment;
- Continuous demonstration of understanding and adherence to:
  - Asset Management core processes - Airservices' Asset Management Framework;

- Technology governance processes - Airservices' Technology Management System;
- Safety and Environmental governance processes and any other applicable processes.
- Compliance with enterprise governance systems and policies, including safety, environmental, WHS, risk and compliance including reporting of incidents as necessary.

### **Safety**

- Demonstrate safety behaviours consistent with enterprise strategies and Airservices risk appetite

## **Key Performance Indicators**

### **Efficient, Effective and Accountable**

- Mature Asset Class Management Plans (ACMPs) that inform the Investment Plan and support relevant service objectives
- Builds and maintains effective and cordial working relationships at all levels;
- Activities and deliverables are completed to quality, time and budget in accordance with the business unit accountabilities and responsibilities;
- Prioritisation and effective management of workload to meet deadlines set by unit manager;
- Continuous improvement activities that support new ways of working and technology investments to further improve how we run our business;
- All Mandatory Enterprise Training completed on time.

### **Commercial**

- Deliver greater value to our customers and to Airservices through value optimised decisions and practices relating to our assets;
- Meeting the asset class cost performance targets.

### **Safety**

- Compliance with regulatory standards
- Compliance with safety, risk, environmental and any other standards

## **Key Relationships**

- Asset & Capability Lifecycle Management group;
- Asset Owners, including Service Advisors & Strategy and Capability advisors;
- Portfolio and Program Delivery group;
- Asset Service Providers, including System Technical Advisors;
- Procurement & Commercial Services group, including Contract Management;
- Aerodrome Services;
- Airspace Services;
- ATM or ARFF Service Change.

## **Skills, Competencies and Qualifications**

### **Qualifications**

- Tertiary qualified in Engineering, eligible for registration at the Chartered level by a recognised professional body;
- Required to hold Registration as a Professional Engineer in relevant area of engineering in accordance with relevant legislation e.g. Professional Engineer Queensland (RPEQ);

*This requirement is not mandatory for any current Airservices employee, within their current role, who does not have ability to obtain RPEQ and was engaged prior to April 2020. Acceptance of a new role nullifies this clause.*

## **Skills & Competencies**

- Subject Matter Expertise is in any Communication, Navigation or Surveillance system, or similar; (Highly desirable)
- Mature Systems Engineering including Requirements Elicitation, RMA analytics and Risk Management - applied to the systems within the relevant asset class;
- Mature Asset Planning and Management including developing Asset Class Management Plans, options analysis and asset risk assessments;
- Ability to operate in a technically complex and regulated environment, relating to policies and procedures as necessary;
- Applied business thinking in relation to benefits identification and assessment, system lifecycle cost analysis, TCO and value determination and optimisation techniques;
- Strong financial management skills in relation to the relevant asset class, including demonstrated ability to develop asset costs and models;
- Experience with supplier contract development/management;
- Experience in leading significant projects or work groups, setting work goals and managing performance;
- Demonstrable experience involving data-driven decision making to optimise technical and financial performance of systems in the relevant asset class, supporting a complex operational environment;
- Determination of optimised asset maintenance regimes and policies for systems in the relevant asset class;
- Proven commercial and business acumen, and ability to apply a commercial mindset to enhance productivity, innovation, service delivery and customer value
- Highly developed communication and interpersonal skills and the ability to converse and prepare written documentation and engage with both internal and external audiences.
- Operates with a high level of influence, managing key relationships to achieve critical business outcomes
- Communicate persuasively, with authority and sensitivity to the divergent views of key stakeholders

## **Performance Standards and Behaviours**

As an employee of Airservices, you will consistently demonstrate performance standards and behaviours that meet our Code of Conduct. This includes:

- Treating everyone with dignity, respect and courtesy
- Acting with honesty and integrity
- Acting ethically and with care and diligence
- Complying with all Airservices' policies and procedures, and applicable Australian laws
- Disclosing and taking reasonable steps to avoid any actual, potential or perceived conflict of interest
- Behaving in a way that upholds our vision, mission and values, and promotes the good reputation of Airservices