Senior Engineering Specialist (Mechanical)

Position detail

Position Title	Senior Engineering Specialist (Mechanical)
Reports to	Built Environment Project Engineering Team Leader
Classification	TP3
Group	Chief Operating Officer (COO)
Branch	Built Environment, Facilities and Fleet Management
Location	Melbourne, Brisbane
Effective date	26/08/2026

Organisational environment

Airservices Australia (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 156 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 towers at international and regional airports, and provide aviation rescue firefighting services 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

As a Senior Engineering Specialist, specifically as a qualified Mechanical Engineer, you will support the operation of Air Navigation Services (ANS), Aviation Rescue Fire Fighting Services (ARFFS), Corporate and Non-Operational building systems to the safe, reliable, resilient and compliant provision of mechanical services.

This includes contributing to the definition, measurement and continual improvement of the Building Mechanical Systems from acquisition through until maintenance. The role may also require you to integrate, test and deploy Building Mechanical system changes (including project-initiated changes) and updates ensuring, they are fit for purpose.

You will work closely with Airservices projects, project managers, performing client side engineering services from functional performance specifications, design reviews, construction support, and test and commissioning activities.

You will also work closely across Facility Management, Engineering, Planning and Maintenance teams to provide technical leadership and expertise on Airservices Mechanical Systems. In addition,

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you will advise on the technical performance and compliance of existing systems to National Construction Code (NCC) requirements.

You may also have significant input into leading the development and continuous improvement of the system management framework, artefacts and reporting requirements to ensure system reliability and availability targets are maintained.

Accountabilities and responsibilities

Position Specific

- Required to hold System Technical Advisor (SysTA) role for nominated systems in the capacity of a qualified engineer.
- Provide engineering expertise to investigate complex problems, and develop and integrate improvements to system performance and the overall service delivery process.
- Provide interpretive counsel and information on non-routine and complex issues and/or a specialist technical, engineering or commercial service which is related to a vital component of the Business Group's overall operations.
- Produce engineering reports, feasibility studies and proposals to determine and recommend changes in the methodology, design, performance specification and measurement of Systems.
- Ensuring that safety and business risks are identified, managed and escalated where appropriate.
- Maintain knowledge of regulations including CASR 171 and CASR 139 in the context of management of Mechanical Systems.
- Conduct routine and regular coordination of issues resolution in delegated areas of responsibility.
- Identify emerging technologies and their importance in the Airservices context, and/or may produce creative, innovative concepts or products in their area of particular expertise.
- Analyse data, recognise trends, and identify opportunities for improved methods, systems and practices of the Business Group and Airservices.
- Maintain an appropriate base level of knowledge of current and proposed Communications, Navigation, Surveillance and Air Traffic Management systems used in Airservices and supporting Infrastructure systems.
- A sound knowledge of and experience in the use of Systems Engineering principles.
- Where required, hold and perform the role of Business Manager Lifecycle Delivery to provide technology assurance and governance for relevant systems.
- Able to communicate clearly and succinctly on technical issues, at the appropriate level both orally and in writing.
- Investigate and present information with recommendations for decisions by senior management.
- Able to successfully deliver high level presentations to both technical and non-technical personnel.
- Prepare documentation related to technical or non-technical areas of expertise, for example specifications, procedures, policies, business cases and project reports.

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- Manage assigned tasks effectively to achieve the appropriate levels of safety, quality and efficiency within schedule and allocated budget.
- Ensure applicable processes are applied in accordance with the Airservices Technology Management System (TMS).
- Assist other engineering and technology staff, when required, to apply change control and management as per the TMS to ensure that all changes are developed, reviewed and approved to ensure the integrity of the system baseline.
- Assist projects to deliver against specified requirements.
- Monitor service levels and manage service level agreements to ensure that outcomes are achieved and that superior customer service is provided.

People

- Provide leadership, coaching and mentoring to junior and intermediate engineers within the team and across the organisation.
- Maintain an effective working relationship with other Airservices staff to ensure that there is effective coordination of all activities in support of organisational objectives.
- Be part of high-performance team with an emphasis on an accountable performance culture.
- Actively participate in knowledge sharing with and coaching/mentoring less experienced team members.
- Manage own performance in ways that earn trust of other team members, including consistent modelling of desired behaviour.
- Where required, provide formal RPEQ/RPEV supervision of staff currently ineligible for registration.
- Stakeholder engagement requirements including executive-level communication and capital project governance.

Compliance, Systems and Reporting

- Senior experience relating to regulated environments, reliability engineering, and asset management frameworks (e.g., ISO 55000).
- Drive implementation of enterprise governance systems and policies, including safety, environmental, work health & safety, risk and compliance
- Demonstrate safety leadership and behaviours consistent with enterprise strategies and manage the branch in accordance with work health and safety accountability requirements.

Safety

- Demonstrate safety behaviours consistent with enterprise strategies
- Ensure that the system management and maintenance activities are delivered in a consistent and timely manner with a focus on safety and quality
- Identify potential system safety risks and take appropriate action to prevent, address or escalate safety related system issues eliminating any adverse impact on the system or operations.

Key performance indicators

Efficient, Effective and Accountable

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- Builds and maintains effective working relationships
- Motivates and empowers team members and others
- Takes responsibility for actions, outcomes and people

Commercial

- Meeting team budget and performance targets
- Demonstrated value for money outcomes for commercial, legal and financial decisions

Safety

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

Key relationships

As a member of the Built Environment, Facilities & Property Management Branch, your key relationships are:

- Built Environment Maintenance Engineering Team Leader
- Engineering and technology staff responsible for technical management of systems
- Facility Mangers
- Maintenance and Service Technicians
- Team Leader
- Operations representatives
- Project delivery staff
- Contractors and suppliers
- Asset management and asset planning teams

Skills, competencies and qualifications

- Proven and demonstrated experience delivering or advising projects as a Senior Mechanical Engineer
- Tertiary qualified in Mechanical Engineering.
- Required to hold Registration as a Professional Engineer in Mechanical Engineering in accordance with relevant legislation e.g. Professional Engineer Queensland (RPEQ) and Professional Engineer Victoria (RPEV).
- A thorough understanding of relevant building codes including NCC Mechanical requirements
- Strong understanding of risk management, particularly as it pertains to the management of assets
- Significant experience managing large scale distributed systems
- Demonstrated experience in the application of AS/NZS 3000 in the design of Low Voltage Systems for commercial buildings.
- A thorough understanding of the application and integration of mechanical systems including Generating Sets, Uninterruptible Power Supply (UPS) systems, DC Power Supplies, switchgear and power reticulation.

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- Demonstrated knowledge on the auditing of mechanical systems for safety and compliance to Australian Standards.
- A strong commercial acumen with the ability to manage contracts while maintaining positive relationships with third parties.
- Excellent oral and communications skills and the ability to work independently or in a team environment
- High level of understanding and application of skills and experience with the conduct of Systems Engineering tasks
- Demonstrated ability to engage with suppliers/contractors to ensure supportability is designed into the system being designed/acquired
- Demonstrated sound judgement and business acumen, with a focus on results in a service delivery environment
- Demonstrated values-based behaviours, and ability to support organisational capability and culture
- Ability to provide technical mentoring and coaching to others
- Ability to drive Technology process improvement.

Performance standards and behaviours

As a member of Airservices Australia, 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.

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