Program Manager – Aerodromes, Perth New Runway

Leadership position detail

Reports to	Head of Service Level Upgrade Implementation
Leadership classification	MRP2
Group	Airspace and Network
Location	Perth preferred, with travel to other Airservices locations (as required)
Reports – Direct Total	Up to 5 Direct Reports

Organisational environment

Airservices Australia is a government-owned organisation responsible for the safe and efficient management of 11 % of the world's airspace and provision of aviation rescue firefighting services at Australia's busiest airports.

Our people are our greatest asset with a dynamic and diverse team operating from locations across the country – from bustling cities to regional and remote locations, including an island. This team keep Australia's aviation industry safe every day of the year, both in the air and on the ground.

We connect people with their world safely – linking family and friends, generating economic activity, creating jobs, and facilitating trade and tourism.

Airservices is committed to fostering a culture that is diverse, inclusive, and respectful. We encourage motivated individuals who love what they do, value a service first mindset and embrace a challenge to explore a career with Airservices. In return you will be a valued team member, be offered flexibility and experience a meaningful career in an exciting, ever-evolving aviation industry.

Primary purpose of position

As Program Manager – Aerodromes, Perth New Runway Program, you are accountable for the integrated planning, governance, delivery and operational readiness of Airservices' contribution to the Perth New Runway Program. The role provides a single point of program accountability across airfield infrastructure, air traffic management systems, communications, navigation and surveillance, aviation rescue and firefighting, operational readiness, workforce, training, community engagement and business change required to support safe commencement of operations on Perth Airport's new parallel runway.

The role leads a complex, cross-portfolio program comprising multiple independently governed projects and workstreams delivered by SLUI, Enterprise Network Modernisation, ARFFS NextGen, Technology, Airspace and Flight Path Design, Infrastructure and operational business areas. It is accountable for establishing and maintaining an integrated program baseline covering scope, schedule, cost, resources, dependencies, assurance, procurement and operational readiness.

The Program Manager is Airservices' principal program delivery interface with Perth Airport Pty Ltd and leads Airservices' contribution to the Joint Delivery Plan and Joint Delivery Agreement. The role ensures external commitments, delivery responsibilities and commercial arrangements are aligned with approved investment authority, Public Works Committee requirements, enterprise governance, procurement obligations, safety and regulatory assurance, and the November 2028 operational target.

Accountabilities and responsibilities

Program leadership and integration

- Lead the integrated planning, governance, delivery and operational readiness of Airservices' Perth New Runway Program.
- Establish and maintain an integrated program baseline covering scope, schedule, cost, funding, resources, procurement, dependencies, risk, assurance and readiness.
- Coordinate airspace, airfield infrastructure, ATM systems, CNS, network, ARFFS, community engagement, operational readiness, workforce, training and business-change workstreams.
- Integrate the program with OneSKY, CMATS, Enterprise Network Modernisation, ARFFS NextGen and other concurrent programs that compete for specialist resources or affect implementation sequencing.
- Maintain an integrated critical path that protects adequate time for testing, commissioning, training, operational transition and regulatory assurance before runway operations commence.
- Establish clear accountabilities across program, project and workstream leaders, including matrixed resources that do not report directly to the position.
- Hold workstream leads accountable for agreed deliverables, forecasts, assurance evidence, resource commitments and timely escalation.
- Capture and apply relevant lessons from Western Sydney and other major airport programs to the Perth delivery and operational-readiness model.

Perth Airport interface and joint delivery

- Act as Airservices' principal program delivery interface with Perth Airport Pty Ltd for integrated planning, delivery coordination and resolution of shared dependencies.
- Lead Airservices' development, negotiation, implementation and governance of the Joint Delivery Plan and Joint Delivery Agreement.
- Establish clear allocation of scope, design, delivery, payment, approval, access, commissioning, handover and defect responsibilities across Perth Airport works, joint delivery works and Airservices works.
- Maintain an integrated responsibility and interface matrix covering Airservices, Perth Airport and third-party delivery partners.
- Ensure airport-provided schedules, designs, enabling infrastructure, utilities, access arrangements and site-availability dates are sufficiently mature to support Airservices planning and commitments.
- Establish explicit escalation and decision dates where unresolved interfaces or commercial positions threaten procurement or delivery milestones.
- Maintain viable alternative delivery and procurement strategies where joint delivery arrangements cannot be agreed within required timeframes.
- Ensure commitments made to Perth Airport are evidence-based and remain subject to the necessary investment, procurement, safety, regulatory and governance approvals.

Investment, commercial and program controls

- Lead development and progression of the Final Business Case, Public Works Committee submissions, delegated funding requests and subsequent investment approvals.
- Ensure program scope, cost estimates, contingencies and funding requirements are progressively refined and supported by traceable assumptions and appropriate confidence levels.
- Maintain an integrated master schedule that incorporates Perth Airport milestones, Airservices delivery activities, regulatory approvals, procurement lead times, construction, commissioning, training and operational readiness.

- Lead commercial and delivery-model development with Perth Airport, including value-for-money assessment, responsibility allocation, risk ownership, access, defects, delay, commissioning and handover arrangements.
- Ensure the program complies with applicable Commonwealth procurement, Public Works Committee and enterprise investment requirements.
- Maintain clear control of commitments against approved funding and delegated authority.
- Develop and maintain a credible contingency or alternative procurement plan for time-critical works where the preferred joint-delivery model cannot be concluded.
- Provide concise, decision-ready reporting to the Head of SLUI, Executive Steering Committee, CIC, Board and other governance forums.

Safety, regulatory assurance and operational readiness

- Integrate safety assurance, human factors, security, environmental, community, regulatory and operational-readiness requirements into the program baseline.
- Coordinate development and assurance of the future Perth operating concept across parallel-runway operations, airspace, ATM systems, CNS, ARFFS and supporting infrastructure.
- Ensure airspace design, Defence airspace interfaces, simulation, validation, community engagement and regulatory approvals are actively managed as integrated program dependencies.
- Establish program-level operational-readiness and transition criteria covering people, procedures, facilities, systems, equipment, technology, training, support arrangements and contingency plans.
- Ensure infrastructure practical completion and system availability provide adequate time for commissioning, acceptance, testing, training and readiness assurance.
- Coordinate the program's regulatory engagement strategy with CASA and relevant Commonwealth approval bodies.
- Ensure no program milestone proceeds without the required assurance evidence, approval or documented risk acceptance.

Stakeholder leadership

- Build and maintain effective relationships with Perth Airport Pty Ltd, CASA, operational leaders, technology and infrastructure portfolios, ARFFS (NextGen), OneSKY, CMATS, airspace design, Capital Portfolio Management, Finance, EPMO, Commercial, Procurement, Safety and workforce representatives.
- Establish a shared understanding of program outcomes, delivery responsibilities, critical interfaces, decision rights and escalation pathways.
- Represent Airservices' program position in joint forums, ensuring communications are clear, consistent and supported by approved program information.
- Prepare executive briefings and recommendations on material delivery, investment, regulatory, commercial and stakeholder matters.
- Lead engagement with affected operational teams to ensure delivery decisions reflect frontline requirements and implementation impacts.

Key performance indicators

Program delivery and integration

- Approved and maintained integrated baseline supporting the November 2028 operational target.
- Critical path includes sufficient time for construction, commissioning, testing, training, assurance and operational transition.

- Cross-program dependencies with OneSKY, CMATS, ENMP and ARFFS NextGen are identified and actively controlled.
- Perth Airport input and dependencies are baselined, tracked and escalated before affecting Airservices milestones.
- Lessons from comparable major airport programs are demonstrably incorporated.

Investment and commercial

- Final Business Case and Public Works Committee submissions satisfy agreed quality and assurance requirements.
- Joint Delivery Plan and Joint Delivery Agreement clearly define scope, delivery, cost, risk, access, commissioning and defect responsibilities.
- Commercial arrangements demonstrate value for money and remain within approved authority.
- Alternative procurement pathways are maintained for time-critical scope until joint arrangements are sufficiently certain.
- Cost and schedule forecasts are supported by traceable assumptions and workstream evidence.

Safety, regulatory and readiness

- Airspace, infrastructure, ATM systems, CNS, ARFFS, training and readiness evidence are integrated into one program assurance framework.
- Regulatory, Defence, community and environmental dependencies are addressed early enough to avoid preventable schedule compression.
- Practical completion and system availability protect the required operational-readiness window.
- No readiness gate proceeds without the required evidence, approval or risk acceptance.

Stakeholders and leadership

- Effective working relationships with Perth Airport, CASA, Defence and internal delivery partners.
- Timely resolution or escalation of airport-interface and commercial issues.
- Clear accountability across direct and matrixed teams.
- High-quality, decision-ready reporting to SLUI and executive governance.

People Accountabilities

- Lead, coordinate and influence a multidisciplinary, cross-portfolio program team comprising project managers, workstream leads, operational specialists, technical subject-matter experts, commercial and corporate support resources, including resources that do not report directly to the position.
- Establish clear delivery expectations, accountabilities and working arrangements across the matrixed program.
- Create an environment in which workstream risks, capacity constraints and delivery concerns are raised early and resolved collectively.
- Identify future program capability and resource requirements and escalate gaps that could affect delivery confidence.
- Coach direct reports and support capability development across the broader program leadership team.

Key relationships

- Head of Service Level Upgrade Implementation
- Program Manager Major Airspace
- Perth New Runway Executive Steering Committee
- Perth Airport and relevant joint planning and governance forums
- CASA and Airservices Regulatory Engagement
- Perth ATC and operational leadership
- Airspace and Flight Path Design
- ARFFS and ARFFS NextGen
- Enterprise Network Modernisation Program
- Technology, Infrastructure and ATM Systems delivery teams
- Safety, Assurance, Human Factors and Operational Readiness

- Finance, Capital Portfolio Management, EPMO, Commercial and Procurement
- Community engagement, environmental and communications teams
- Perth New Runway project managers, workstream leads and specialist service providers

Skills, competencies and qualifications

- Demonstrated experience leading a major aviation, airport, infrastructure or operational transformation program with multiple independently governed workstreams.
- Proven capability leading through a matrixed or virtual program model, including influencing resources and delivery outcomes without direct line authority.
- Demonstrated experience establishing integrated schedules, program controls and interface-management arrangements across organisational boundaries.
- Experience developing and governing major business cases, investment submissions, commercial arrangements and executive decision papers.
- Strong understanding of operational readiness, safety assurance, human factors and regulatory approval requirements in a safety-critical environment.
- Demonstrated ability to manage external delivery partners and translate joint plans into realistic, controlled and appropriately governed commitments.
- Ability to communicate complex scope, investment, schedule and safety matters clearly to executive, Board, regulator and external stakeholder audiences.
- Aviation, airport, air traffic management or aerodrome program experience is highly desirable.
- MSP, PgMP, AIPM CPPD or equivalent program-management accreditation is desirable, rather than simply “relevant program or project management accreditation”.

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Leadership performance standards and behaviours

Airservices Leadership Standard of **Know Me, Focus Me** and **Value Me** is a clear articulation of how we expect our leaders to lead our people supporting a culture of trust, care, and accountability.

The Airservices value chain operating model provides the basis for cultural reform of Airservices, driven by empowered and accountable leaders working together to deliver results.

This role has a strong people focus where leadership is demonstrated through embedding positive employee experiences and new ways of working across the following:

Lead inclusively

- Lead, coach, develop and retain a high performing team by demonstrating authenticity and engaging our people with a Know Me, Focus Me and Value Me focus
- Every leader in Airservices must demonstrate constructive behaviors aligned with our values and target culture of trust care and accountability.

Think strategically

- Promote, support and guide teams to drive quality delivery whilst shifting mindsets to focus on continuous improvement and transformation.

Collaborate effectively

- Create and support an environment, which fosters an emphasis on collaboration and accountability to promote a trust-based, inclusive culture centred on principles of care and purpose.
- Develop and maintain a broad range of relationships to influence within the value chain at an Executive, peer and team level and positively influence internal key stakeholders.

Communicate with impact

- Create and support an environment, which fosters an emphasis on collaboration and accountability to promote a trust-based, inclusive culture centred on principles of care and purpose.

Deliver outcomes

- Lead our people effectively to collectively contribute and deliver on Airservices goals by optimising and developing business systems.

As a member 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.