



Senior Safety Change Specialist

Position Detail			
Reports To	Safety System Change Lead	Group	Safety & Risk
Classification	ASA7A 2 Year Fixed Contract		
Budget Accountability	Nil	Location	Melbourne, Brisbane or Canberra
Delegations	Nil	Reports	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 90 million passengers, and provide air navigation services across 11% 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 at 26 Australian airports.

Safety expertise is a profession of the future. Airservices Australia is an organisation with a long history of best practice in terms of safety. By working as part of the Airservices safety team you will learn from the best and work on exciting programs that are pushing the boundaries of aerospace, human/ machine interaction and the digitisation of the workplace.

Primary Purpose of Position

Your role as a Safety Change Specialist will be to develop safety arguments, design the safety program, lead safety activities (with a focus on applying suitable hazard identification and risk analysis methods) and be responsible for development and execution of the safety program for several high profile projects. These include digital air traffic control towers, integration of drones and flying taxis into controlled airspace, the replacement of critical ATC technology and other projects. Your activities will be formally documented in safety plans, risk registers and safety cases.

You will also engage with the Civil Aviation Safety Authority as the regulator of aviation safety. The role would suit an experienced professional with great communication skills.

This role includes Line 2 assurance responsibilities and mentoring and guidance of other safety team members. This role would also suit a Systems Safety Engineer.

Accountabilities and Responsibilities

Position-specific:

- Provide safety expertise and leadership to ensure that the changes to systems and process are compliant with Airservices SMS and ensure that operational safety risk associated with the changes are managed to acceptably safe.
- Develop and maintain key safety artefacts including Safety Plan, Safety Argument, Risk Registers and Safety Reporting documentation in accordance with Airservices SMS and the approved Safety Plan.
- Plan, coordinate and facilitate the conduct of safety activities as defined in the safety program, including hazard identification, hazard analysis and risk assessment.

- Identify resource requirements to ensure ongoing technical, operational and safety support to the safety program.
- Communicate and consult with stakeholders, accountable managers and the regulator in working to obtain risk acceptance, approvals and/or no objections.
- Lead Working Groups, Technical Reviews and Workshops pertaining to Safety and Human Factors.
- Identify and assess human factors risks to projects, with input from subject matter experts
- You will also provide safety intelligence to support the ongoing improvement of our SMS and enhancement of our safety capability programs. The outcomes of your assurance activities will also form an integral part of our reporting to the Airservices Executive and Airservices Board on our safety performance as we deliver our investment program.
- You will use your specialist knowledge and practical experience to provide advice to leaders of change on good practice in safety change and safety risk management.
- Over and above the assurance aspects of the role you will also mentor junior members of the Safety System Change team to assist them to grow as System Safety Specialists.
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People:

- Be part of a high-performance team with an emphasis on accountable performance
- Contribute to a collaborative and inclusive culture with a cohesive team
- Develop and maintain a highly effective working relationship within the team and other internal and external stakeholders to ensure open and transparent communication and resolution of safety and human factors related issues
- Assist in the planning and building of organisational capacity of the Program through education and guidance on the application of the Airservices Safety Management System on Program

Key Performance Indicators

Efficient, Effective and Accountable

- Quality of safety program outputs measured through proficiency in achieving overall acceptance of outputs by accountable managers following project/safety assurance review.
- Builds and maintains effective relationships at strategic and working levels
- Provides team with clear direction, motivates and empowers others
- Takes responsibility for actions, outcomes and people
- Achievement of Program objectives.

People and Safety

- Effective and collaborative engagement with Airservices staff, Contractor(s) and Regulator(s)
- Compliance with regulatory standards, safety, risk, environmental and any other standards.

Key Relationships

- Program Managers
- Technical Experts
- Senior Leaders
- Head of Safety and Environment Assessments
- Safety colleagues
- CASA

Skills and Competencies

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- Significant (> 5 years) practical experience as a system safety engineer within a safety regulated industry (e.g. Aviation, Rail, Oil and Gas, Defence).
- Tertiary qualification in system safety, engineering, computer science, or related field.
- Desirable- Demonstrated experience applying industry best practice system safety analysis techniques/methodologies (e.g. ARP 4761, MIL-STD 882E, IEC-61508, Euro control (SAM))
- Desirable- Application and/or familiarity with Euro control Safety Assessment Methodology is highly desirable.
- Demonstrated experience developing safety arguments/safety cases for large scale, complex projects within a safety regulated industry.
- Expertise in system safety engineering including execution core system safety analysis techniques (including PHA, FHA, FTA, HAZOP, FMECA).
- Understanding of systems engineering processes, their influence on the timing of system safety engineering activities, and inputs/outputs that exist between the different disciplines that contribute to the systems engineering design process is essential.
- Understanding of human factors application in evaluating change is highly desirable.
- Effective and concise written and verbal communication skills.
- Demonstrated ability to engage stakeholders, foster relationships, facilitate partnerships and cooperation at all levels.

Performance Standards and Behaviours

As a member of Airservices, you will consistently demonstrate performance standards and behaviours that meet Airservices Code of Conduct or similar. This includes:

- Treating everyone with dignity, respect and courtesy
- Acting with honesty and integrity
- Acting ethically and with care and diligence
- Complying with all organisational 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 of the organisation