

Senior Environmental Specialist – EMS

Position Detail			
Reports To	Environmental Systems and Assurance Manager	Group	Safety and Assurance
Classification	ASA7	Location	Brisbane, Melbourne, Canberra
Reports – Direct Total	0		

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 140 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 at 26 Australian airports.

Primary Purpose of Position

As the Senior Environmental Specialist – EMS Integration, you will play a key role in guiding Airservices to meet its environmental management obligations and continuously improve its associated environmental performance. You will primarily achieve this by leading the development, implementation, and continuous improvement of key elements of the organisational Environmental Management System (EMS).

The role works closely with the Environmental Systems and Assurance Manager, to identify and implement strategic EMS improvements which are integrated throughout the business. A key focus of the role is managing assurance and capability programs, to assess organisational performance and build environmental management capability.

Accountabilities and Responsibilities

Position Specific

- Lead the functional development, implementation, evaluation and improvement of Airservices EMS (including strategic programs)
- Provide advice to key business partners within the organisation regarding environmental management obligations and how to interpret and apply the EMS
- Lead the development and implementation of environmental promotion and awareness initiatives
- Lead the development and implementation of targeted monitoring, reporting and assurance programs to assess organisational compliance and performance

- Take a leading role in identifying organisational capability requirements and implementing strategies to address identified needs.

People

- Maintain an effective working relationship with other Airservices staff to ensure that there is effective coordination of all activities in support of organisational objectives;
- Lead and coach those in subordinate roles in a manner which emphasises an accountable performance culture

Compliance, Systems and Reporting

- Maintain compliance with enterprise governance systems and policies, including Safety, Environment, WHS and Enterprise Risk.

Safety

- Demonstrate safety behaviours consistent with enterprise strategies

Key Performance Indicators

Efficient, Effective and Accountable:

- Strategic EMS improvement programs are identified and implemented.
- The EMS is fit for purpose and consistent with legislation and the Board's risk appetite
- Senior Managers and Airservices staff in general, understand their environmental management accountabilities and obligations under the EMS.
- Business groups have received the appropriate training and communications to enable them to understand and deliver on their obligations under the EMS.
- EMS documentation, tools and mechanisms are fit for purpose and aligned with the operational safety, WHS, quality management and environmental domains to the greatest extent practicable.

Commercial

- Fiscal awareness in the conduct of duties to ensure Branch budget targets are achieved

Safety

- Obligations under safety, risk, environmental and any other standards are complied with.

Key Relationships

- Critical to this role is the establishment of effective working relationships across the business, particularly with:
 - Managers (particularly OLRs and DREs) with specific environmental accountabilities,
 - Environmental SMEs embedded in business groups,
 - External stakeholders as required

Skills, Competencies and Qualifications

Core competencies

- Working with People - Demonstrates interest and understanding of others; Adapts to the team and builds team spirit; Listens, consults and communicates proactively.
- Delivering Results and Meeting Customer Expectations - Focuses on customer needs and satisfaction; Monitors and maintains quality and productivity; Consistently achieves project goals.
- Adhering to Principles and Values - Upholds ethics and values; Demonstrates integrity; builds diverse teams; Encourages organisational and individual responsibility towards the community and the environment.

Role Specific Competencies

Essential

- A Bachelors Degree in Environmental Science, Environmental Law or a related discipline.
- Significant demonstrated experience in managing contemporary environmental issues and leading strategic environmental improvement programs.
- Demonstrated experience in developing and managing environmental legal compliance and assurance programs (including audits).
- Proven experience in developing and implementing fit for purpose ISO14001 certified (or aligned) environmental management systems (including drafting standards and procedures)
- Demonstrated initiative and autonomously working abilities; with proven skills in establishing and maintaining effective teams.
- Highly developed written and oral communication skills including experience providing technical advice and a strong capacity to communicate with influence at a high organisational level.

Desirable

- Environmental project management experience, including managing regulatory approval processes.
- Well developed skills in Information and Communication Technologies (ICT), including experience in designing and implementing innovative ways to communicate information to diverse audiences.

Performance Standards and Behaviours

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.