



Head of Safety

Leadership Position Detail

Reports To	Director Safety, Security and Environment Assurance	Group	Safety, Security & Environment Assurance
Leadership Classification	MRP 4	Location	Various
Reports – Direct Total	TBC (est 5-9)		

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

The Head of Safety is essential in fostering a generative safety culture within Airservices Australia. This role provides strategic leadership for safety management, developing and promoting proactive practices that enable and empower our people to manage safety risks in a just culture.

The role is responsible for managing a team across operational safety, workplace health and safety, safety change assurance, human performance and regulatory engagement.

Key responsibilities include overseeing the Safety Management System (SMS) to ensure compliance with regulatory requirements, delivering line 2 safety assurance, safety promotion and driving continuous improvement initiatives. The Head of Safety engages with stakeholders to advocate for safety resources and training, fostering a shared commitment to safety.

Accountabilities and Responsibilities

Key Responsibilities

- Set the strategic direction for the Safety strategy and systems, ensuring team alignment and accountability.
- Drive initiatives that foster a proactive and generative safety culture at all levels and oversee the delivery of safety to support operational effectiveness.
- Act as a thought leader, guiding the team in embedding a proactive safety and risk management approach throughout the organisation.
- Lead teams in the provision of expert advice on safety matters, including; Health & Safety, Operational Safety, Human Factors, Safety Systems Engineering and Regulatory Engagement.
- Direct the implementation of programs that enhance understanding and compliance with safety and quality requirements.
- Ensure the team conducts 2nd line assurance reviews and delivers Safety Assurance activities for continuous improvement of safety frameworks.
- Guide contributions to the Change Assurance Program, integrating safety requirements into change initiatives.
- Champion the incorporation of safety systems into key business processes to enhance effectiveness.
- Oversee the development and presentation of reports on safety for executives and the Board.
- Design and deliver programs that support the Airservices Safety strategy and contribute to the development of the SSEA Strategy for meaningful improvements.
- Establish and enhance safety related forums, to encourage learning and improvements in safety performance.
- Proactively engage with safety regulators to promote collaboration and improve safety outcomes.

Key Performance Indicators

Efficient, Effective and Accountable

- High level of satisfaction from stakeholders as measured by feedback.
- Delivery of outcomes that meet requirements.

Commercial

- Deliver efficiencies and safety, security and environment improvements.

Safety

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

Leadership

- Leading and improving engagement not only with direct reports but across the function.

Key Relationships

- Executive and Senior Leadership teams.
- Safety, Security and Environment Assurance.
- Other external organisations such as CASA, ATSB, Comcare and Defence.

Skills, Competencies and Qualifications

Skills

Outcome & value creation focus

- Highly developed leadership skills that ensure broader business outcomes are achieved and value is delivered to the customer.

Operational and technical excellence:

- Demonstrated knowledge and experience across safety, preferably within an aviation context.
- Familiarity with best practice safety management strategy and methodologies, particularly as they apply in Air Navigation Service Provision.
- Appropriate professional qualifications and membership of relevant professional bodies.

Effective teamwork

- Demonstrated ability in working with Executives and other senior leaders to embed best practice Safety & Quality Management Frameworks.
- Highly honed advocacy and persuasion skills.
- Track record in successfully leading domain experts.

Digital and agile:

- Ability to advocate and implement digital solutions and support introduction of automated assurance processes.

Leadership:

- Demonstrated experience and success in leading people with empathy while providing a sense of purpose and developing them.
- Prior experience in leading Safety transformation in an Aviation context.

Competencies

- Strategic thinking and problem-solving.
- Leadership and team development.
- Strong analytical and decision-making abilities.
- Effective stakeholder engagement and relationship management.

Qualifications

- Tertiary qualifications in a relevant field of study are desirable.

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 behaviours aligned with our values and target culture of trust care and accountability.

Think strategically

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Leadership Position Description

- 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.