Engineering Specialist

Position detail

Position Title	Engineering Specialist (Surveillance)
Reports to	Surveillance Technology Services Team Leader
Classification	Technology Professional Band 2 (TP2)
Group	Technology Enablement
Branch	Airspace Platform
Location	Brisbane and Melbourne
Effective date	28 September 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 31 air traffic towers at international and regional airports, and provide aviation rescue firefighting services at 28 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 an **Engineering Specialist** in the Surveillance Technology Services Team, you will be responsible for the management of assets supporting Air Traffic Management (ATM) services.

This includes contribution to the definition, measurement and continual improvement of system maintenance (in conjunction with suppliers), including configuration management. The role may also require you to integrate, test and deploy system changes (including project initiated changes) and updates ensuring they are fit for purpose.

Responsibilities may apply to a range of assets, including RADAR, ADS-B, A-SMGCS & WAM surveillance systems.

Accountabilities and responsibilities

Position Specific

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- Provide engineering expertise for the management of systems, products and services in accordance with Airservices' Technology Management System (TMS)
- Investigate complex problems, and support the development and integration of improvements to system performance and the overall service delivery process
- Develop engineering reports and support feasibility studies and proposals for recommended changes in the methodology, design, performance specification and measurement of Airways Systems
- Conduct routine and regular coordination of issues resolution in delegated areas of responsibility
- A sound knowledge of and experience in the use of Systems Engineering frameworks, policies, guidelines and processes
- Communicate clearly and succinctly on technical issues, at the appropriate level both orally and in writing
- Successfully deliver presentations to both technical and non-technical personnel
- Assist projects to deliver against specified requirements
- Conduct tasks associated with technology change control and management in accordance with the TMS or as directed by the Team Leader to ensure that all changes are developed, reviewed and approved to ensure the integrity of the system baseline
- Maintain an appropriate base level of knowledge of current and proposed Communication, Navigation, Surveillance and Air Traffic Management Systems used in Airservices and supporting Infrastructure Systems
- Assist other engineering and technology staff as directed by the Team Leader
- Manage assigned tasks effectively to achieve the appropriate levels of safety, quality and efficiency within schedule and allocated budget.

People

- Foster and maintain productive working relationships with other Airservices staff to ensure effective coordination of all activities in support of organisational objectives
- Partner with stakeholders to manage information and share knowledge
- Manage own performance in ways that earn trust of other team members, including consistent modelling of desired behaviour
- Where required, provide formal RPEQ supervision of staff currently ineligible for registration
- Proactively communicate and collaborate with internal and external stakeholders, providing advice, information and interpretation for system and operational issues

Compliance, Systems and Reporting

- Understand and comply with Airservices legislative and regulatory environment
- Compliance with enterprise governance systems and policies, including safety, environmental, WHS, risk and compliance including reporting of incidents as necessary

Safety

- Demonstrate safety behaviours and accountabilities consistent with enterprise Safety strategies and frameworks

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- Contribute to the safe provision of Air Traffic Management Services, Enabling Services and Aviation Rescue & Fire Fighting Services through safe asset management practices and safe people processes
- 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

- Builds and maintains effective and cordial working relationships at all levels
- Systems engineering activities and deliverables are completed to quality, time and budget in accordance with the business unit accountabilities and responsibilities
- Prioritisation and effective management of workload to meet deadlines set by unit manager
- Continuous improvement activities that support new ways of working and technology investments to further improve how we run our business
- All Mandatory Enterprise Training completed on time.

Commercial

- Deliver greater value to our customers and to Airservices through value optimised decisions and practices relating to our technology assets

Safety

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

Key relationships

As a member of the Chief Technology Enablement Officer group, your key relationships are:

- Engineering and technology staff responsible for technical management of systems
- Asset Lifecycle Planning team
- Tech Service Delivery & Sustainment platform
- Technology Strategy Cyber & Architecture platform
- Asset Service Providers, including System Technical Advisors
- Business Partnering and Support Services groups, including Service Lifecycle Management
- Procurement & Commercial Services group, including Contract Management
- Service Operations Leads.

Skills, competencies and qualifications

Qualifications

- Tertiary qualified in Engineering and commensurately experienced. Eligible for registration at the chartered level by a recognised professional body (e.g. NER, CPEng, RPEng, RPEQ)

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Skills and Competencies

- Demonstrated understanding of Systems Engineering processes
- Ability to operate in a technically complex and regulated environment, relating to policies and procedures as necessary
- 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 support Engineering process improvement
- Highly developed communication and interpersonal skills and the alibility to converse and prepare written documentation and engage with both internal and external audiences.

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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