Position Snapshot

Position Title:	Leader, Flight Training
Division / Department:	VARA Flight Operations / VARA Flight Operations Support
Location:	PER
Reports to:	Manager Flight Training and Standards
Direct Reports:	10
Level:	2B
Award:	
Classification:	N/A / N/A
Date:	December 2021

Overall Impact Statement

Our vision is to build the airline people love, and we'll do that by having happy people, happy customers, happy owners, by doing what matters, and by ensuring everyone is safe, always. We also believe that how you show up is as important as what you do.

The objective of the Leader, Flight Training role is to supervise flight and simulator training and checking activities in accordance with VARA Training Organisation documented policies and processes

Organisational Context

Virgin Australia Group is a major Australian airline headquartered in Brisbane, Australia. The company operates scheduled domestic and short-haul international flights, charter and cargo services, and the award-winning loyalty program Velocity Frequent Flyer. The Group has been a competitor in the Australian aviation landscape for more than 20 years.

The company is now embarking on an exciting new chapter in the next stage of our journey. In September 2020, US private equity firm Bain Capital acquired Virgin Australia in a $3.5 billion deal. The airline has now re-launched as a mid-market carrier with a renewed focus on small and medium sized businesses, price-sensitive corporates, premium leisure travellers and holiday makers.

Since November, Virgin Australia has been working on a plan to set itself up for future success. The Group has worked to ramp up flying, simplified its organisational structure, confirmed plans for 25 new 737 aircraft to renew and grow the fleet, and signalled deeper investment in technology and customer experience.

The Group recently appointed several new faces to its Executive Leadership Team, all with a proven track record and deep experience in aviation or consumer-focussed businesses.

Virgin Australia Group prides itself on recruiting the right people to meet the challenges ahead. No matter their role – our employees share an enormous amount of passion for our guests and ambition to be the most loved airline in Australia.

The VARA Training and Checking Organisation manages, oversees and controls flight and cabin crew standards to support safe, efficient and compliant flight operations. by ensuring crew are trained and assessed to the defined company competency standards and they subsequently maintain that level of competency

Key Accountabilities

Accountability	Major Activities
Safety, Security & Business Resilience	- Ensure all team members complete mandatory training applicable to their roles (including Safety, Security, Resilience and, Health and Wellbeing) - Ensure adherence to Virgin Australia Risk Management Framework (RMF) and adopt a proactive approach to the timely identification of operational and corporate risk and work to mitigate, resolve and escalate as required - Actively participate in relevant forums to improve Safety, Security, Resilience and Health and Wellbeing throughout the Group - Lead and participate in Safety Shares in all meetings - Champion Better Me throughout the Group - Lead consultation of WHS matters as related to your working environment - Actively participate in the Group's Resilience Program – e.g. as part of the Department's 3 x 3 bench strength.
Management of training and checking programs for flight crew	Management of intake and conversion training program for flight crew Development and management of recurrent training and checking training programs for flight crew Develop and implement initiatives to improve training efficiency and standards
Continuous improvement of flight crew standards	Drive continuous improvement through monitoring and interpretation of standards and safety systems data Manage individual pilot performance through monitoring of performance standards and implementation of Training Support Plans Drive continuous improvement through monitoring and interpretation of grading data
Ensure compliance obligations are met for flight training activities	Ensure compliance with safety in the workplace Embrace systems management principles and demonstrate adherence to documented management system policies and processes Identify and mitigate risks Understand compliance based responsibilities, provide attention to detail and produce low error work Be proactive in creating business process solutions that reduce cost and/or improve effectiveness Review flight crew training records for compliance and accuracy
Professional development for flight crew training and checking pilots	Drive continuous improvement through monitoring and interpretation of rater reliability data Mentor and assist flight training and checking pilots conduct their authorised training and checking activities Implement development plans for key Training Organisation team members to facilitate succession planning Conduct staff development training to meet regulatory and company requirements

Key Requirements

Requirement	Essential	Desirable
Education / Qualifications	ATPL(A) license Class 1 medical	Certificate IV (or higher) qualification in training and education, or an equivalent "Principals and Methods of Instruction" qualification Check Captain approval in a Part 121 Air Transport Operation (current or previous), or on a type of aeroplane operated by VARA Flight Instructor Rating Flight Examiner Rating (IR, TR or ATPL test endorsement
Experience	Significant experience as a Captain in a Part 121 Air Transport Operation (or equivalent) Experience conducting training or checking activities in a Part 121 Air Transport Operation	Experience managing training and checking programs in a Part 121 Air Transport Operation Experience managing operations in a Part 142 training organisation
Skills	Demonstrated strong leadership skills Demonstrated ability to apply cause and effect thinking Able to build strong and durable relationships Excellent communication skills	Ability to drive and manage change
Knowledge	Knowledge of application of Parts 61, 119, 121 and 142 of CASR 1998 and associated Manuals of Standards	Principles of risk and safety management

Virgin Australia Leadership Standards

Standard	Level 2 Behavioural Descriptors
Passionately VA	• Initiates customer centric solutions • Supports initiatives to improve policies, processes and customer interactions • Seeks and identifies opportunities to surprise and delight both internal and external customers • Recognises ideas of all stakeholders and encourages innovative approaches • Expresses own point of view and challenges basic assumptions • By example, sets the direction for team members regarding safety performance and following procedures
Desire to be Better	• Takes into consideration the impact to customer experience when making decisions • Applies learning from previous experiences to improve future approaches and solutions • Seeks and provides feedback and opportunities to learn, valuing contribution of self and others • Identifies issues in existing systems and processes that may not be obvious to others • Challenges the status quo and offers progressive ideas and solutions • Actively seeks out risks to safety and resolves as a priority
Collaborates	• Promotes understanding of VA's purpose and strategy and how the team's work contributes to its achievement • Actively seeks opportunities to partner with others to achieve extraordinary outcomes • Builds trusting, cooperative partnerships, supporting others in challenging situations • Builds rapport and proactively strengthens connections with others • Embraces collaboration by connecting with others across different functions within VA
Inspires Team	• Encourages others to bring whole self to work and contribute freely to achieving our vision • Builds empathy and understanding of different people, integrating diverse perspectives into approaches and outcomes • Facilitates interactive discussions, actively listening and reaching agreement through flexibility and compromise • Promotes and encourages excellence, growth and autonomy in self and others • Shows personal accountability for achievement of job-specific outcomes
Creates Future	• Embraces change, seeing it as an opportunity to drive business improvement • Acts as a change advocate, sharing information and promoting change to others • Demonstrates persistence and perseverance in the face of obstacles • Considers whether short term goals support long term objectives and consequences • Displays and drives resilience and flexibility, remaining focused on achieving outcomes whilst remaining safe
Drives Results	• Recognises the implication of organisational issues, identifying potential impact on achievement of own results • Identifies the processes, tasks and resources required to achieve an outcome and plans accordingly • Communicates key objectives within own area to deliver results aligned to business strategy • Tailors messages for maximum impact • Uses data to drive continuous improvement to processes, outcomes and safety.