



## Position Snapshot

<b>Position Title:</b>	Fleet Engineer Structures
<b>Business / Division / Department:</b>	VA / Engineering Operations / Fleet Engineering
<b>Location:</b>	Brisbane Engineering Hangar
<b>Reports to:</b>	Structures Leader
<b>Direct Reports:</b>	0
<b>Classification:</b>	1D
<b>Date:</b>	July 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 **Fleet Engineer Structures** role is to maintain continuing airworthiness through effective configuration control of aircraft structures for the operated fleet types, and initiate preventive or predictive maintenance strategies to improve aircraft technical dispatch reliability.

## Organisational Context

Virgin Australia Group is a major Australian airline group which launched in 2000 bringing real competition to the skies. The Group is made up of Virgin Australia Airlines, Virgin Australia Regional Airlines, Virgin Australia Cargo and Velocity Frequent Flyer – our awesome loyalty program.

We operate regional, domestic and international flights and each year we carry more than 25 million passengers here, there, and everywhere! We're known for our exceptional customer service, award-winning cabin crew and fantastic product offerings. We're also passionate about the environment and reducing our carbon footprint both on the ground and in the air.

Around 10,000 passionate team members make up the Virgin Australia Group across Australia, New Zealand, North America, and Hong Kong. We pride ourselves on recruiting the right people into the right roles and we're always looking for team members in all specialities to join our crew.

Virgin Australia Group team members are pretty unique, and we all have the same DNA inside us which makes us want to go one step further for our customers and each other. When we live our shared values, we can do things that most people would think impossible, and we think that's pretty cool.

As a result, every person we come into contact with – be it our guests, customers, colleagues or the community, will feel and experience better outcomes, based on the interactions we have with them.

## Key Accountabilities

Accountability	Major Activities
<b>Continuing Airworthiness</b>	<p>Assessment of Airworthiness Directives and Mandatory requirements for operated types comply with CASR 42.120</p> <p>Assessments of non-mandatory Instructions for Continuing Airworthiness (ICA) in accordance with CASR 42.130</p> <p>Assessment and configuration control of aircraft modifications and repairs in accordance with CASR 42.125 and applicable work instructions</p> <p>Engineering Investigations of reportable defects including determination of root causes and initiation of maintenance actions to prevent recurrences</p> <p>Management of Service Documents (TRAX Docs) and Engineering Service Request (ESR) to ensure timely responses. Urgent Instructions for Continuing Airworthiness, AOG and Critical Engineering requests.</p>

<b>Technical Services</b>	<p>SME Technical support to Line Maintenance aircraft maintenance organisations, Heavy Maintenance Repair organisations, Repair Shops and Maintenance Control Centre.</p> <p>Technical Support for aircraft Induction or Lease Return projects.</p> <p>Optimize AOG recovery with Technical input into recurring defects.</p>
<b>System Reliability</b>	<p>Monitor and improve ATA performance to deliver enhanced aircraft dispatch reliability and reduce aircraft Delays &amp; Cancellations.</p> <p>Proactive reduction in ATA specific Alerts and exceedences identified by the Monthly Reliability report.</p> <p>Initiate Predictive and Preventive maintenance strategies.</p>
<b>Delay Processing</b>	<p>Assess Delays and Cancellations via the Fleet Engineering Delay Management Process to identify chronic ATA faults and correctly allocate Tech Chargeable delays to the respective ATA.</p> <p>Initiate maintenance actions to address chronic ATA system faults to prevent recurrences and consequential operations disruptions.</p>
<b>Modification Costs</b>	<p>Cost benefit analysis of OEM or other approved data (Engineering Orders) to introduce effective Modifications and Repair Design improvements.</p> <p>Monitor effectiveness of introduced modifications for performance and initiate decisions process to continue or cease programs.</p>
<b>Continuous Improvements</b>	<p>Proactively Identify and implement process improvements.</p> <p>Follow up and monitor effectiveness.</p> <p>Support department/divisional business initiatives, projects and programs.</p>

## Key Requirements

Requirement	Essential	Desirable
<b>Education / Qualifications</b>	<p>(a) hold, or have held, an aircraft engineer license in category B1, B2 or C; or</p> <p>(b) hold, or have held, a license that is equivalent to a license in category B1, B2 or C; or</p> <p>(c) have a qualification in aircraft maintenance at least at Certificate IV level; or</p> <p>(d) have a qualification in aviation maintenance management at least at diploma level; or</p> <p>(e) have an engineering qualification at least at diploma level in any of the following disciplines:</p> <p>(i) aeronautical;</p> <p>(ii) avionics;</p> <p>(iii) mechanical;</p> <p>(iv) electrical;</p> <p>(v) electronics</p>	<p>Basic and or Advanced Composite Repair.</p> <p>Structural Repair Manuals.</p> <p>Aircraft Structural Repair for Engineers and or Technicians.</p> <p>Boeing Structures Drawings.</p>

<b>Experience</b>	5 years relevant work experience with at least 3 years in an Airline Technical Services role or equivalent experience with aircraft that are the same, or of a similar type, as the aircraft operated by the airline.	Structural Damage Evaluation & Repair Processes, Heavy & Line Maintenance.  Structures Drawing Suite - MBF.  Ageing Aircraft, Corrosion Prevention & Control.  Experience in Part 21 M Design organisation.  Aircraft Induction/Lease Return.  Aircraft Paint - Coating Systems.
<b>Skills</b>	Advanced Computer and Data Analysis Skills	TRAX Operating Systems. Microsoft Office
<b>Knowledge</b>	Comprehensive knowledge of: (a) the regulations and standards applicable to aircraft maintenance programs and reliability programs. (b) regular maintenance requirements included in the instruction for continuing airworthiness for the aircraft. (c) the specifications and standards that have been used by the type certificate holder to develop regular maintenance requirements for the aircraft (d) the aircraft's certification basis (e) the aircraft's structure and systems, including the propulsion system, for the aircraft/engine type operated by the airline	MSG-3 Analysis & Methodology.

# Virgin Australia Leadership Standards

Standard	Level 2 Behavioural Descriptors
<b>Passionately VA</b>	<ul style="list-style-type: none"> <li>• Initiates customer centric solutions</li> <li>• Supports initiatives to improve policies, processes and customer interactions</li> <li>• Seeks and identifies opportunities to surprise and delight both internal and external customers</li> <li>• Recognises ideas of all stakeholders and encourages innovative approaches</li> <li>• Expresses own point of view and challenges basic assumptions</li> <li>• By example, sets the direction for team members regarding safety performance and following procedures</li> </ul>
<b>Desire to be Better</b>	<ul style="list-style-type: none"> <li>• Takes into consideration the impact to customer experience when making decisions</li> <li>• Applies learning from previous experiences to improve future approaches and solutions</li> <li>• Seeks and provides feedback and opportunities to learn, valuing contribution of self and others</li> <li>• Identifies issues in existing systems and processes that may not be obvious to others</li> <li>• Challenges the status quo and offers progressive ideas and solutions</li> <li>• Actively seeks out risks to safety and resolves as a priority</li> </ul>
<b>Collaborates</b>	<ul style="list-style-type: none"> <li>• Promotes understanding of VA's purpose and strategy and how the team's work contributes to its achievement</li> <li>• Actively seeks opportunities to partner with others to achieve extraordinary outcomes</li> <li>• Builds trusting, cooperative partnerships, supporting others in challenging situations</li> <li>• Builds rapport and proactively strengthens connections with others</li> <li>• Embraces collaboration by connecting with others across different functions within VA</li> </ul>
<b>Inspires Team</b>	<ul style="list-style-type: none"> <li>• Encourages others to bring whole self to work and contribute freely to achieving our vision</li> <li>• Builds empathy and understanding of different people, integrating diverse perspectives into approaches and outcomes</li> <li>• Facilitates interactive discussions, actively listening and reaching agreement through flexibility and compromise</li> <li>• Promotes and encourages excellence, growth and autonomy in self and others</li> <li>• Shows personal accountability for achievement of job-specific outcomes</li> </ul>
<b>Creates Future</b>	<ul style="list-style-type: none"> <li>• Embraces change, seeing it as an opportunity to drive business improvement</li> <li>• Acts as a change advocate, sharing information and promoting change to others</li> <li>• Demonstrates persistence and perseverance in the face of obstacles</li> <li>• Considers whether short term goals support long term objectives and consequences</li> <li>• Displays and drives resilience and flexibility, remaining focused on achieving outcomes whilst remaining safe</li> </ul>
<b>Drives Results</b>	<ul style="list-style-type: none"> <li>• Recognises the implication of organisational issues, identifying potential impact on achievement of own results</li> <li>• Identifies the processes, tasks and resources required to achieve an outcome and plans accordingly</li> <li>• Communicates key objectives within own area to deliver results aligned to business strategy</li> <li>• Tailors messages for maximum impact</li> <li>• Uses data to drive continuous improvement to processes, outcomes and safety.</li> </ul>