Transition Manager

Program Management Office, OneSKY Australia Program (OLR)

Position Detail			
Reports To	PMO Manager	**Group**	OneSKY Australia Program
Budget Accountability	Nil	**Location**	Canberra or Melbourne
Delegations	Per instrument of delegations	**Reports**	4 Direct reports

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 eleven 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.

The OneSKY Australia Program is responsible for the planning, development and implementation of Airservices next generation services including the future Civil-Military Air Traffic Management System (CMATS) through the Program – a joint activity with the Department of Defence. The OneSKY Program is enabling the fundamental organisational and industry transformation required to maximise the benefits and value of the future system as expected by Airservices and Defence customers and stakeholders.

Primary Purpose of Position

The OneSKY Australia Program is responsible for the planning, development and implementation of Airservices next generation services including the future civil-military air traffic management system (CMATS) through the program – a joint activity with the Department of Defence.

The Transition Manager (reporting to the Program Management Office Manager) is a critical leadership role which is responsible for developing, maintaining and managing an integrated transition approach and benefits/capability planning for OneSKY. This includes a short, medium and long term view of milestones across both Airservices and Defence organisations.

The Transition Manager and their team are key to ensuring that the CMATS system is delivered effectively and efficiently by clearly identifying and tracking dependent and related projects across Airservices (ANS, IM&T and other business groups as required) and Defence through an integrated master schedule. The transition team will also lead the strategic planning required to ensure that both organisations are prepared to accept and support CMATS and begin realising its benefits and capability as planned.

Accountabilities and Responsibilities

Position-specific

- Develop, maintain and manage an integrated transition approach for OneSKY including a short, medium and long term view of milestones for both Airservices and Defence;

- Maintain a view of transition-dependent milestones in multiple timeframes across both organisations through close liaison primarily with ANS, IM&T and Defence transition teams;

- Develop and promote the benefits/capability realisation framework for CMATS;
- Ensure alignment between transition planning and activities by managing the integrated master schedule which covers CMATS acquisition and support activities, and dependent and related projects in both Airservices and Defence;
- Oversee transition-related projects within the purview of the OneSKY Program;
- Be proactive in identifying and exploring risks, issues and opportunities in transition activities to ensure an effective and efficient delivery of the OneSKY Program; and
- Work in collaboration with OneSKY, Airservices and Defence team leads and managers to ensure alignment against the program objectives.

People

- Lead, coach, develop, and retain a high-performance team with an emphasis on creating an accountable performance culture
- Maintain effective relationships with the OneSKY leadership team to support the effective delivery of the Program
- Maintain an effective relationship with Airservices leadership (and Defence counterparts) to ensure effective co-ordination of all activities in support of Program objectives

Commercial

- Meeting OneSKY Program / Program Management Office Branch budget and performance targets
- Demonstrate sound financial management to ensure value for money outcomes

Systems and Reporting Compliance, Reporting

- Drive implementation of enterprise governance systems and policies, including safety, environmental, WHS, risk and compliance.

Safety

- Demonstrate safety leadership and behaviours consistent with enterprise strategies, and manage the branch in accordance with WHS accountability requirements

Key Performance Indicators

Efficient, Effective and Accountable

- Builds and maintains effective working relationships
- Provides team with clear direction, motivates and empowers others
- Takes responsibility for actions, outcomes and people
- Achievement of PMO Branch objectives

Commercial

- Meeting budget and performance targets
- Demonstrated value for money outcomes for commercial, legal and financial decisions

People

- Engagement feedback demonstrating positive trends
- Training and development leading to tangible capability improvements for team members

Safety

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

Key Relationships

As the Transition Manager

- The OneSKY Program Executive, Leadership Team, and Program/Project Managers

- Key leaders across Airservices, most notably in ANS and IM&T
- Enterprise Program Management Office
- Defence counterparts
- OneSKY Program members

As part of the OneSKY Australia Program

- OneSKY teammates
- OneSKY stakeholders.

Skills and Competencies

- Demonstrated leadership capabilities, ability to formulate strategies and concepts, make decisions with limited information, form and maintain collaborative working relationships with stakeholders at various levels across Airservices and Defence;
- Demonstrated ability to lead and work in highly dynamic and complex environments through prioritising your own work and the work of your team, and being able to influence others priorities to meet broader Organisational/Program objectives;
- Formal Program delivery experience desired;
- Knowledge of the Airservices and Defence business context, technologies and service delivery environment.

Security Clearance

- Baseline (PROTECTED)

Performance Standards and Behaviours

As a member of Airservices, you will consistently demonstrate performance standards and behaviours that meet Airservices Code of Conduct, as well as lead, coach and develop others in relation to the same. 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.