



Position Snapshot

Position Title:	Aviation Medicine Specialist
Division / Department:	Safety Systems & Operations Support / Medical Systems
Location:	BNE
Reports to:	Group Medical Officer
Direct reports:	0
Level:	2B
Award:	Not Applicable
Classification:	Not Applicable
Date:	November 2024
VA Competency Standards:	VA Competency Framework

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 Aviation Medicine Specialist role is to be responsible for providing specialist aeromedical operational support to the Group Medical department and its staff. The AMS will undertake clinical duties in support of the daily functions of the in-house medical team, providing medical advice and case management.

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, and has always been known for its wonderful people who do their jobs with signature Virgin Flair.

Under new ownership since November 2020, and led by an Executive Leadership Team who all have proven track records and deep experience in aviation or consumer-focussed businesses, Virgin Australia has transformed as a business. The company's 737 fleet has gone from 58 aircraft to 88 aircraft, it has introduced a simplified fare structure focused on providing value to customers, announced a commitment to a target of net zero emissions by 2050, invested in the re-start of short haul international travel for the airline, refreshed the lounge product, and delivered step change investments in technology.

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.

Virgin Australia has won many awards over the years including Best Cabin Crew, Best Domestic Airline and Best Economy Class. Velocity Frequent Flyer has also scooped a wealth of prestigious gongs including the Freddie Awards Best Program of the Year and Best Redemption Ability for Asia/Middle East and Oceania.

The Group Medical department is a specialist occupational and aviation health resource within the broader Safety Systems and Operations Support team. The team is responsible for the development of Virgin Australia medical capability through research, analysis and application of statutory obligations and development, implementation and maintenance of policy, supporting systems, procedures and tools. The department is also responsible for the Drug and Alcohol Management Program (DAMP).

Key Accountabilities

Accountability	Major Activities
Safety, Security & Business Resilience	<ul style="list-style-type: none"> - Complete mandatory training applicable to the role (including Safety, Security, Resilience and, Health and Wellbeing) - Participate in the SMS and SeMS by identifying and reporting hazards to the operation - Be aware of personal safety matters including the emergency procedures relevant to role location - Adhere to all documented operating procedures - Actively participate in Safety Shares - Actively participate in Better Me initiatives - Actively participate in the Groups emergency response program - Participate in consultation of WHS matters as related to your working environment - Challenge unsafe behaviours in others - Abide by the lawful directions of security personnel and law enforcement officers. - Actively participate in the Group's Resilience program.
Clinical Duties	<ul style="list-style-type: none"> - Provide Designated Aviation Medical Examiner (DAME) advice to management and the flight crew community, including fitness to fly assessments, as per CASA Part 67 Medical standards and certification. - Act as a Medical Review Officer (MRO) for all drug and alcohol related issues relevant to the company DAMP, complying with all aspects of CASR Part 99. - Complete day-to-day oversight and medical case management of team member fitness for duty cases, including occupational assessments, and provision of fitness to work advice as required. - Provide medical advice to the company/safety team as required including public health advice, regulatory risk assessment and aeromedical policy development. - Work with the clinical team on passenger health form approvals (MEDAs). - Work with the clinical team on pre-employment medical assessment reviews. - Engage in quality assurance activities within the department. - Answer telephone and email enquiries. - Participate in the on-call roster, including nights, weekends and public holidays.

Key Requirements

Requirement	Essential	Desirable
Education / Qualifications	<ul style="list-style-type: none"> - Medical Degree. - Current unrestricted medical registration in Australia. - Fellowship of a medical College in a relevant speciality, e.g. General Practice, Occupational Health. 	<ul style="list-style-type: none"> - Postgraduate Diploma or Masters in Aviation Medicine.
Experience	<ul style="list-style-type: none"> - Minimum 2 years' experience as a DAME (Designated Aviation Medical Examiner) under Part 67 of the Civil Aviation Safety Regulations. 	<ul style="list-style-type: none"> - Registration as a Medical Review Officer (MRO). - Previous airline medical experience or operational experience. - Experience in quality management systems, safety management systems and/or clinical governance processes.
Skills	<ul style="list-style-type: none"> - Excellent written and verbal communication skills. - Ability to work as part of a team. - Strong leadership skills and attention to detail. - Ability to prioritise tasks. - Ability to drive self-learning and continuing professional development. - Ability to provide subject matter expertise to relevant stakeholders 	<ul style="list-style-type: none"> - Knowledge of Best Practice. - Knowledge of IT systems such as Outlook, and Microsoft Teams. - Ability to perform audiograms and electrocardiograms.
Knowledge	<ul style="list-style-type: none"> - Knowledge of aviation medicine and physiology 	<ul style="list-style-type: none"> - Knowledge of Passenger fitness to fly and medical issues. - Knowledge of airline or aviation environment. - Qualifications or experience in quality management systems, safety management systems, clinical governance processes.