



Western Sydney International Airport Airspace Flight Path Design & Implementation Subject Matter Expert (SME)

Position Detail			
Reports To	Project Manager	Group	OneSKY and Aerospace
Budget Accountability	Per instrument of delegations	Location	Sydney
Delegations	Per instrument of delegations	Reports	None

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.

Airservices is currently undergoing a transformation. We have several large scale and exciting Change Programs to meet the needs of the ever-changing airspace environment. The OneSKY and Aerospace Change Program is the largest Change Program and will deliver next generation services including the future Civil Military Air Traffic Management System (CMATS), a joint initiative with the Department of Defence and the Royal Australian Air Force.

The Royal Australian Air Force (RAAF) is charged with providing Air and Space Power to the Australian Government to achieve its national security outcomes. Within the RAAF, Number 44 Wing is charged with providing Air Traffic Control services, operating twelve air traffic control towers and nine approach control facilities across Australia as well as providing tactical battlefield airspace control from deployed locations.

The OneSKY & Aerospace Change Program will replace the two current, independent civil and military air traffic management systems with a single advanced system and improve aviation safety and efficiency through national standardisation, modernised airspace, and transitioning aerodromes to digital platforms.

This fundamental organisational and industry transformation will maximise the benefits and value of the future system as described in the National Aviation White Paper 2009.

Primary Purpose of Position

The primary purpose of this role is to support the Project team in the airspace and flight path design and its implementation (including the training program and community engagement) for the commencement of Airspace services required for Western Sydney International Airport.

The SME will be a key operational representative for the project responsible for providing the operational knowledge and expertise related to the proposed Western Sydney airspace and flight path design, operations including within the Sydney TMA, Sydney Basin Towers and Melbourne and Brisbane Enroute operational environments to support design development, training development, implementation and community engagement activities and as required by the project.

Accountabilities and Responsibilities

Position Specific:

- Provide subject matter expertise and valid operational input across all project delivery processes.
- Provide input to the development and delivery of project artefacts.
- Ensure alignment of stakeholder engagement and communications with the operational training and transition plans.
- Development of operational documentation including (but not limited to) Letters of Agreement (LoA), Local Instructions and ATC procedures.
- Development and management of operational aspects of the design baseline documentation including (but not limited to) Plan for Aviation Airspace Management, Procedure Suite, Track Integration and Design Reviews.
- Support the development of Airspace Change Proposal (ACP)
- Support delivery of training plan in co-ordination with the operational transition plan.
- Work with the project team and delivery partners to ensure deliverables meet all operational requirements.
- Provide advice and input to other project activities as required.

People

- Develop and maintain effective working relationship with project stakeholders and other Airservices staff to ensure there is effective coordination of all activities in support of organisational objectives
- Establish and maintain highly effective communication channels to engage with project stakeholders.
- Manage own performance in a manner that models Airservices values (supporting behaviours).
- Strong stakeholder management skills
- Strong influencing skills
- Communicate the local and broader strategic direction and its implications to their team to ensure they have sufficient information to effectively contribute to the performance of the branch.

Compliance, Systems and Reporting

- Contribute to accurate and meaningful status reporting, including that used for both internal and external stakeholders.
- Ensure all operational transition and supporting activities comply with Airservices delivery, change and safety frameworks.
- Undertake analysis of reports, assessing trends and preparing strategies to address negative trends and to achieve performance targets.

Safety

- Demonstrate safety behaviours consistent with enterprise strategies.
- Contribute to project safety change activities as a project subject matter expert and coordinate the participation of the appropriate experts.
- Support safety work and ensure alignment of the operational transition.

Key Relationships

- Director of Operations, Terminal Services East
- Directory of Operations (High Density Services)
- Line Leaders, Terminal Services East
- Program Director (Airspace)
- Program Manager / Project Managers
- Sydney Operational Team
- Work Force Planning.
- Project Team
- Delivery and technical leads from across the wider Program
- Other stakeholders as defined by the Project

Skills, Competencies, and Qualifications

To be successful in this role you will be required to possess (essential):

- Have previously held the following operational endorsements:
 - Sydney Approach
 - Sydney Departures
 - Sydney Approach West/ Departures West
 - Sydney Flow
 - Sydney Traffic Manager
 - Sydney / Bankstown / Camden Air Traffic Control Tower Aerodrome Controller (ADC) and/or Surface Movement Controller (SMC)
- Demonstrated ability to understand and work
 - within a project and transformational change environment
 - in a team environment with external stakeholders
 - while upholding of Airservices purpose and values in all situations.
- Experience applying the Airspace and flight path design and operational change process
- Strong strategic decision-making skills, analysis and problem-solving skills and communications skills.

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- Aptitude and Ability to:
 - Operate in an environment with multiple interdependent change activities taking place
 - Operate in an environment requiring multi-tasking and fast priority switching
 - Operate without clearly defined solutions to issues and adjust activities quickly as required.
 - Identify, document and communicate complex technical and operational issues
 - Think critically and develop new ways of working to solve project delivery and operational transition complexity.

In addition you will possess knowledge of or experience in (desirable):

- Non Sydney based approach and departure traffic management
- Enroute traffic management (North and South)
- ATM System (Eurocat) adaptability and operational functionality
- ATM system data sets and change schedule
- WSI flight path design and history

Security Clearance

- Eligible for Negative Vet 1 (NV1)

Performance Standards and Behaviours

Delivers Outcomes

- Builds and maintains effective working relationships with stakeholders
- Provides team with clear direction, motivates and empowers others
- Takes responsibility for actions, outcomes and people
- Seeks improvements and drives efficiency within the team
- Monitors and maintains quality and productivity within the team
- Achievement of strategic objectives within OneSKY & Aerospace Program

Thinks Strategically

- Ensure project objectives are aligned to OneSKY & Aerospace Program outcomes and organisational strategy
- Anticipate and mitigate risks and issues both actual and perceived
- Monitors performance of teams against stakeholder expectations

Collaborates Effectively

- Treat everyone with respect and promote equal opportunity
- Listen and ask question to understand and appreciate different points of view
- Establish relationships and useful contacts within the organisation
- Maintain strong working relationships with others
- Makes time for people and explores team members' ideas.

Leads Inclusively

- Provide regular, constructive, informal feedback to team-members
- Take an authentic interest in team-members wellbeing

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- Ensure bullying and harassment are not tolerated
- Values differences in perspectives and backgrounds of team-members
- Provides context about plans and schedules so the team has perspective
- Develop and maintain a foundation of trust with team member