WSIA Integration and Test Manager

Position Detail			
Reports To	WSIA Engineering Senior Advisor	**Group**	Service Delivery
Classification	MRP1	**Location**	Melbourne, Sydney, Brisbane
Reports – Direct Total	0-4	**Term**	2 Years Fixed Term

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 156 million passengers and provide air navigation services across 11 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 towers at international and regional airports and provide aviation rescue fire-fighting services at 27 Australian airports.

We are committed to continuing to improve our business by providing our customers with services they value and embedding new ways of working and technology investments to further innovate and optimise.

The Western Sydney International Airport (WSIA) Change Program is responsible for the planning, development, and implementation of Airservices' service delivery expansion at WSIA. The WSIA Change Program is delivering various aspects of Airservices' capabilities to enable WSIA to open in 2026: Digital Aerodrome Services (DAS) (including initial DAS capability at Canberra), Airfield Systems (AS), Aviation Rescue and Fire Fighting Services (ARFFS), and Airspace change.

The WSIA Change Program engineering response is a complex framework of roles and responsibilities spanning multiple engineering domains and specialities. These include several aviation and air traffic domains, such as tower, airport surface, aeronautical information, as well as fire control; many operational systems, such as Tower Control and Fire Control systems, voice communications systems, and monitor and control systems; and various specialty domains, such as Safety Management, Human Factors, Networks and Integration, and Verification and Validation (V&V).

Primary Purpose of Position

As the Integration and Test Manager, you will be responsible for integration and testing of the Airservices systems at WSIA and DAS at Canberra. This role includes integration planning and process definition; integration and test document review, revision, and eventual endorsement; and coordinating

a variety of internal and external stakeholders to ensure an effective test. The Integration and Test Manager ensures that the Aerodrome systems at WSIA are integrated with connected internal and external systems; and that Program-external stakeholders are advised and consulted every step of the way.

Accountabilities and Responsibilities

Position Specific

- Identify, track, and manage delivery, review, and acceptance of the artefacts and events required for integration of WSIA systems with other Airservices systems, with external airport systems, and with each other
- Coordinate with program vendors to ensure the integration of all systems with connected Airservices systems and with external systems at Canberra and Western Sydney airports
- Manage the delivery, review, and acceptance of vendor-produced internal system architecture and the integration of DAS and WSI systems into the Airservices Enterprise Architecture (EA)
- Track the status of planned changes and upgrades to connected Airservices systems and external systems; advise these changes to the technical and program management
- Jointly responsible for the production, review, and endorsement for approval of the following:
    - Airservices Interface Requirements, solution architectures including logical and physical architecture and cyber security
    - formal vendor authored integration and test related documentation, such as ICDs, Test Plans, Test Reports, Traceability Matrix.
    - Airservices test plans, procedures and VCRMs for Integration and User Acceptance for DAS (CBR) and for WSI.
- Coordinate – along with the Test Manager – the Airservices human, equipment, and facilities resources for test campaigns, both vendor-based (contractual) and Airservices-internal (e.g. User Acceptance Testing)
- Be proactive in identifying and exploring risks, issues, and opportunities in integration and testing activities; and work within the Risk Management framework to ensure these integration-related risks are identified, tracked, and mitigated or controlled appropriately
- Ensure that all work conducted within the integration and test space complies with WSIA Program technical, operational, and program governance, processes, and standards
- Manage the efforts of DAS and other tower systems integration experts and test experts
- Immediately report integration-related issues that are unresolvable at your level to the WSIA Technical Authority, the WSIA Operations Authority, or the Aerodrome Program Manager

People

- Lead a team of SME for the integration and test program of work.
- Maintain an effective working relationship with other Airservices staff to ensure there is effective coordination of all activities in support of organisational objectives.
- Maintain productive relationships with WSIA Program leadership, relevant Airservices lifecycle sustainment managers and engineers, and business and regulatory points of contact - to ensure effective coordination of all activities in support of the commissioning objective;
- Provide integration and test related guidance to Aerodrome program management and WSIA engineering leadership
- Form ad hoc and long-term teams of experts, with received delegation and in collaboration with other WSIA Program leads, to identify, track, manage, and execute the commissioning objective.

Compliance, Systems and Reporting

- Support 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 transition outcomes in accordance with WHS accountability requirements.
- Demonstrate safety behaviours consistent with enterprise strategies

Key Performance Indicators

Efficient, Effective and Accountable

- Develops and promulgates interface requirements, expectations, and outcomes
- Builds and maintains effective working relationships
- Provides team with clear direction, and motivates and empowers others as appropriate
- Takes responsibility for actions, outcomes, and people
- Achievement of WSIA Program integration and testing objectives.

Safety

- Identification of safety related risks
- Compliance with regulatory standards, safety, risk, environmental, and all relevant standards.

Key Relationships

- Aerodrome Platform Engineering Management
- WSIA Engineering and Operations leadership
- Counterparts in the WSIA ARFFS program
- Counterparts in business units responsible for connected Airservices and external systems, such as lifecycle sustainment, ENMP (networks), and the OneSKY Program

Skills, Competencies and Qualifications

Essential:

- Tertiary qualification (i.e. Bachelor's degree) in engineering, computer science or Information Technology.
- Experience with multiple systems in their technical acquisition lifecycle, including integration and testing.
- Demonstrated ability to work at an acquisition program tempo, to employ a risk-based approach to deliverables and milestones if needed, and to deliver outcomes on time
- Demonstrated ability to develop and present innovative solutions and influence outcomes.
- At least three years' experience in formal product testing: some integration testing is desired.

Preferable:

- At least five years' experience in designing, specifying, acquiring, testing, or managing system interfaces, integration, or networks.
- At least five years' experience in either project management or engineering team management.

- Demonstrated ability to formulate strategies and concepts into a coherent and executable plan
- Certified Professional with Australia Computer Society or CPEng in ITEE/Systems Engineering or equivalent.
- Experience in Solution Architecture, Cyber Security

Performance Standards and Behaviours

As a member of Airservices, you will consistently demonstrate performance standards and behaviours that meet our Code of Conduct. 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.