



HEAD OF SECURITY & RESILIENCE

Leadership Position Detail

Reports To	Chief Safety & Risk Officer	Group	Safety & Risk
Leadership Classification	MRP4	Location	Neg.
Reports – Direct / Total	8 / 14		

Organisational Environment

Airservices Australia is a government-owned organisation responsible for the safe and efficient management of 11 % of the world's airspace and provision of aviation rescue fire fighting services at Australia's busiest airports.

Our people are our greatest asset with a dynamic and diverse team operating from locations across the country – from bustling cities to regional and remote locations, including an island. This team keep Australia's aviation industry safe every day of the year, both in the air and on the ground.

We connect people with their world safely – linking family and friends, generating economic activity, creating jobs, and facilitating trade and tourism.

Airservices is committed to fostering a culture that is diverse, inclusive, and respectful. We encourage motivated individuals who love what they do, value a service first mindset and embrace a challenge to explore a career with Airservices. In return you will be a valued team member, be offered flexibility and experience a meaningful career in an exciting, ever-evolving aviation industry.

Primary Purpose of Position

As Head of Security and Resilience, you will be responsible for securing the current and future performance of Airservices personnel security, protective security – including security risk, certification & accreditation, and national security systems and services – and organisational resilience, through the delivery of fit for purpose policies, strategies and management systems. This role is responsible for ensuring our approach to security and resilience counters the prevailing and rapidly changing threat and security environment and supports our transition to OneSKY and ENMP.

Accountabilities and Responsibilities

Position Specific

- Using considerable professional skills and experience in the area of Security and Resilience as well as demonstrated senior leadership capability, lead the implementation of a complex program of uplift and improvements across the full breadth of the business.

- Lead the development of the Security and Resilience Strategies, Frameworks and Systems ensuring sustainable enterprise-wide security and resilience functions, policies, processes and tools that support and embed the Board's risk appetite
- Act as a Centre of Excellence and “domain thought leader” supporting our strategic agenda and embedding a ‘by design’ approach to Security and Resilience
- Lead the development and implementation of business contingency and continuity capability that addresses a broad range of complex operational and corporate threats
- The provision of strategic oversight of all elements of security to assist the continuous delivery of business operations
- High level executive interaction to ensure that key programs such as OneSKY are progressing in harmony with the appropriate security and resilience outcomes
- Provide guidance and advice to support operational and business decision making within domain.

People Leadership

- Demonstrated experience and success in leading people with empathy while providing a sense of purpose and developing them
- Lead activities which embed a proactive security culture within the organisation
- Lead and develop capability uplift programs (people, processes, information and technology) to build knowledge of security and resilience requirements across the business.

Compliance, Systems and Reporting

- Prepare reporting pertaining to Security and Resilience for Executive and relevant Board committees
- Conduct 2nd line assurance reviews to assure adequacy and effectiveness of Security and Resilience Frameworks and focus on continuous improvement to optimise and evolve the Frameworks.
- Contribute to the Integrated Change Assurance Program to assure Security and Resilience Framework requirements are applied in Change Program.

Safety

- Demonstrate safety behaviours consistent with enterprise strategies
- Contribute to the safe provision of air navigation services through safe asset management and use practices and safe people processes.

Key Performance Indicators

Efficient, Effective and Accountable

- Ensure compliance with internal and external reporting requirements
- Ensure compliance with PSPF, other Government policy and aviation security regulations
- Ensure accurate, timely and considered security advice to infrastructure projects to ensure protective security measures are sufficient to mitigate identified risks.
- Oversee effective assurance activities against the Security & Resilience Framework that provides insight into current control effectiveness.

Commercial

- Delivery of demonstrable Value for Money outcomes throughout asset and vendor management
- Demonstrate business acumen through sourcing activities and through Other Business Revenue activities

- Ability to advocate and implement digital solutions and support introduction of automated assurance processes.

Safety

- Compliance with safety, risk, environmental and any other standards.

Leadership

- Effectively work with and influence a broad selection of external stakeholders at all levels to deliver security outcomes
- Lead multiple teams to ensure that broader business outcomes are achieved, and value is delivered to the customer.

Key Relationships

- Airservices Executives and other senior leaders
- External government agencies
- Law enforcement and intelligence agencies
- International Civil Aviation Organization (ICAO) Aviation Security Panel
- Project teams and boards
- Industry security participants (airports / airlines / industry bodies)

Skills, Competencies and Qualifications

- Formal qualifications in a security related field at graduate or post graduate level
- Proven track record in overseeing physical and/or personnel security, business continuity, emergency planning and crisis response functions within a complex, geographically and professionally diverse organisation, especially in an aviation, critical infrastructure, project management or government context
- Demonstrated understanding of the security regulatory environment within which Airservices operates
- Demonstrated understanding of the Protective Security Policy Framework
- Experience in security investigations (Desirable)
- Track record in successfully leading domain experts
- Highly honed advocacy and persuasion skills
- Highly developed written and verbal communication skills
- Possess or have the ability to hold an Aviation Security Identification Card (ASIC) and a Negative Vetting Level 1 Clearance.

Leadership Performance Standards and Behaviours

Airservices Leadership Standard of **Know Me**, **Focus Me** and **Value Me** is a clear articulation of how we expect our leaders to lead our people supporting a culture of trust, care, and accountability.

The Airservices value chain operating model provides the basis for cultural reform of Airservices, driven by empowered and accountable leaders working together to deliver results.

This role has a strong people focus where leadership is demonstrated through embedding positive employee experiences and new ways of working across the following:

Lead inclusively

- Lead, coach, develop and retain a high performing team by demonstrating authenticity and engaging our people with a Know Me, Focus Me and Value Me focus
- Every leader in Airservices must demonstrate constructive behaviours aligned with our values and target culture of trust care and accountability.

Think strategically

- Promote, support and guide teams to drive quality delivery whilst shifting mindsets to focus on continuous improvement and transformation.

Collaborate effectively

- Create and support an environment, which fosters an emphasis on collaboration and accountability to promote a trust-based, inclusive culture centred on principles of care and purpose.
- Develop and maintain a broad range of relationships to influence within the value chain at an Executive, peer and team level and positively influence internal key stakeholders.

Communicate with impact

- Create and support an environment, which fosters an emphasis on collaboration and accountability to promote a trust-based, inclusive culture centred on principles of care and purpose.

Deliver outcomes

- Lead our people effectively to collectively contribute and deliver on Airservices goals by optimising and developing business systems.

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.