



Position Snapshot

Position Title:	Maintenance Programs Engineer
Business / Division / Department:	VA / Engineering Operations / Fleet Engineering
Location:	Brisbane Engineering Hangar
Reports to:	AMP & Configuration Team Leader
Direct Reports:	0
Classification:	1D
Date:	November 2021

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 **Maintenance Program Engineer** role is to maintain the validity and currency of the Approved Maintenance Program (AMP) for VA fleet of aircraft with amendments from the Aircraft Manufacturers, Regulatory Authorities, Vendors.

The Maintenance Program Engineer is also responsible for ensuring that all AMP Tasks are entered as Engineering Controls and Task Cards in the Maintenance Control System as required and are scheduling / planning correctly.

Organisational Context

Virgin Australia Group is a major Australian airline group which launched in 2000 bringing real competition to the skies. The Group is made up of Virgin Australia Airlines, Virgin Australia Regional Airlines, Tigerair Australia, Virgin Australia Cargo and Velocity Frequent Flyer – our awesome loyalty program.

We operate regional, domestic and international flights and each year we carry more than 25 million passengers here, there, and everywhere! We're known for our exceptional customer service, award-winning cabin crew and fantastic product offerings. We're also passionate about the environment and reducing our carbon footprint both on the ground and in the air.

Around 10,000 passionate team members make up the Virgin Australia Group across Australia, New Zealand, North America, and Hong Kong. We pride ourselves on recruiting the right people into the right roles and we're always looking for team members in all specialities to join our crew.

Virgin Australia Group team members are pretty unique, and we all have the same DNA inside us which makes us want to go one step further for our customers and each other. When we live our shared values, we can do things that most people would think impossible, and we think that's pretty cool.

As a result, every person we come into contact with – be it our guests, customers, colleagues or the community, will feel and experience better outcomes, based on the interactions we have with them.

Key Accountabilities

Accountability	Major Activities
Maintenance Programs Development & Variation	<p>Assess & develop initial Maintenance Programs in accordance with CASR 42.J.3 for first of type aircraft into Australia.</p> <p>Review Instructions for Continuing Airworthiness including MPD/MRBR revisions, evaluate variations to the Maintenance Programs and enter updates in the EMS</p> <p>Assess Bridging Maintenance Requirements for inducting aircraft</p> <p>Assess CMP revisions for variations to maintenance programs</p> <p>Conduct Maintenance Program Assessments of Engineering Control Evaluations and Engineering Service Requests</p> <p>Coordinate CASA Approvals of Initial Maintenance Programs prior entry into service</p> <p>Coordinate new program tasks for implementation with internal stakeholders</p>
Continuing Airworthiness Management	<p>Ensure aircraft maintenance programs comply with CASR 42.140</p> <p>Ensure ICA document assessments and resulting variations to the AMP comply with applicable regulatory requirements and work instructions</p>

	Ensure all regular maintenance tasks including interrelationships are correctly entered as Engineering Controls and Task Cards in TRAX, e.g. ADs, SBs, SLs, EOs, MPD Tasks, Company Tasks.
Continuous Improvement	Optimise AMP based on Reliability Issues (RI) and task findings Coordinate AMP Annual Reviews based on applicable work instructions

Key Requirements

Requirement	Essential	Desirable
Education / Qualifications	<ul style="list-style-type: none"> (a) hold, or have held, an aircraft engineer license in category B1, B2 or C; or (b) hold, or have held, a license that is equivalent to a license in category B1, B2 or C; or (c) have a qualification in aircraft maintenance at least at Certificate IV level; or (d) have a qualification in aviation maintenance management at least at diploma level; or (e) have an engineering qualification at least at diploma level in any of the following disciplines: <ul style="list-style-type: none"> (i) aeronautical; (ii) avionics; (iii) mechanical; (iv) electrical; (v) electronics 	Type training course/s of the aircraft types operated by the airline.
Experience	15 years relevant work experience with at least 10 years in an Airline Technical Services Management role for aircraft that are the same, or of a similar type, as the aircraft operated by the airline	Experience in Safety Management Systems
Skills	Advanced Computer /Data Analysis Skills	Risk Assessment & Management
Knowledge	<p>Comprehensive knowledge of:</p> <ul style="list-style-type: none"> (a) the regulations and standards applicable to aircraft maintenance programs and reliability programs. (b) regular maintenance requirements included in the instruction for continuing airworthiness for the aircraft. (c) the specifications and standards that have been used by the type certificate holder to develop regular maintenance requirements for the aircraft (d) the aircraft's certification basis (e) the aircraft's structure and systems, including the propulsion system, for the aircraft/engine type operated by the airline 	MSG-3 Analysis & Methodology

Virgin Australia Leadership Standards

Standard	Level 1 Behavioural Descriptors
Passionately VA	<ul style="list-style-type: none"> • Displays a passion for delighting both internal and external customers • Seeks to understand customer needs by actively listening to their thoughts and concerns • Embraces diversity and is responsive to different experiences, perspectives, values and beliefs • Is curious and continuously looks for ways to learn and improve • Knows, understands and follows standard operating procedures • Is authentic and honest, can admit to making mistakes
Desire to be Better	<ul style="list-style-type: none"> • Strives to improve experiences for internal and external customers • Has a curious mind towards identifying opportunities and finding ways to be better • Demonstrates a high level of personal motivation to learn and develop • Resourceful and creative with coming up with solutions • Identifies and contributes ideas for improvement • Identifies, addresses and reports safety hazards
Collaborates	<ul style="list-style-type: none"> • Displays passion for sharing knowledge and ideas • Voices opinions and new ideas freely • Respects differences and seeks to understand diverse perspectives • Works constructively in and across teams, viewing every interaction as an opportunity to collaborate • Is curious and open-minded to new ideas, perspectives and approaches • Clarifies own understanding and embraces alternate view • Challenges behaviours that compromise safety
Inspires Team	<ul style="list-style-type: none"> • Participates in 2-way conversations, listening and discussing issues thoughtfully and openly • Understands and value the skills, knowledge and experiences that others bring • Engages with others, clearly conveying information and facts • Actively seeks to provide suggestions on how to be a better team • Informs team about work and progress • Understands personal obligations with respect to following standard operating procedures
Creates Future	<ul style="list-style-type: none"> • Welcomes change and remains positive in the face of ambiguity • Seeks information to understand change and impacts • Demonstrates a change mindset, flexibility and openness • Understands the need for VA Group to be innovative and drive business improvement • Seeks to understand Virgin Australia's strategy and how they can contribute • Demonstrates forward-thinking and awareness of immediate consequences of actions ensuring safe outcomes
Drives Results	<ul style="list-style-type: none"> • Plans work to deliver within expected timeframes • Shows energy, enthusiasm and initiative for achieving own goals • Follows through on commitments to both internal and external customers • Seeks guidance and support to address obstacles and achieve set goals • Integrates feedback and takes responsibility for achieving own goals • Delivers outcomes within standards operating procedures.