

Air Traffic Management (ATM) Oversight Specialist

Department: Aviation Safety and Security Directorate

Employment Type: Full-Time

About the Role

As a State Aviation Regulator, we seek an Air Traffic Management (ATM) Oversight Specialist to strengthen our oversight and enforcement of safe, efficient, and compliant ATM operations, including air traffic control services, flow management, and airspace organization at aerodromes and en-route facilities. The ideal candidate is a dedicated aviation professional with extensive expertise in local, national, and international regulations to ensure operational safety, optimize airspace capacity, and uphold the highest standards of aviation performance. This role is critical in supporting our mission to protect public safety and aligns with ICAO Annex 11 (Air Traffic Services), ICAO Doc 4444 (Procedures for Air Navigation Services - Air Traffic Management), ICAO Doc 9613 (Performance-Based Navigation Manual), ICAO Doc 9750 (Global Air Navigation Plan), ICAO Doc 9863 (Performance-Based Air Traffic Management Operational Approval), and global best practices for ATM oversight, particularly to meet Critical Element 4 (CE-4) requirements for oversight of ATM operations and controller licensing.

Key Responsibilities

- Conduct comprehensive inspections, audits, and surveillance of ATM facilities and operations—including air traffic control units, flow management centers, airspace design, and controller training programs—to ensure compliance with local regulations, ICAO Annex 11 Standards and Recommended Practices (SARPs), ICAO Doc 4444 procedures, ICAO Doc 9613 PBN requirements, and ICAO Doc 9750 GANP objectives, including approvals for ATM procedures, airspace changes, and controller licensing processes.
- Lead and participate in investigations of serious or critical incidents and accidents related to ATM operations or controller performance, analyze root causes, prepare detailed reports, and recommend corrective actions to prevent recurrence, following ICAO's safety investigation guidance (Doc 9756 and Annex 13).
- Review and assess applications for ATM operational approvals, airspace reclassifications, and controller licensing/certifications; assist the Director of Safety and Security in evaluating operational procedures, training records, simulator validations, and compliance with ICAO Doc 9863 PBATM standards and CE-4 oversight requirements.
- Verify that all ATM personnel, including air traffic controllers and supervisors, are fully trained, licensed, and compliant with competency-based standards; report instances of non-compliance in areas such as separation minima, airspace management, contingency plans, or fatigue risk management.
- Inspect ATM operations at aerodromes and en-route facilities, coordinate with relevant stakeholders (e.g., CNS providers, military authorities) to resolve issues, and ensure proper

safety and efficiency measures are followed, in line with ICAO Doc 4444 and Annex 11 security provisions.

- Maintain accurate records of ATM applications, correspondence, inspections, audits, and licensing data; support the Director of Safety and Security in preparing and presenting annual audit/inspection reports on ATM performance and State differences under Article 38 of the Chicago Convention.
- Contribute to the development and update of national regulations, standards, and procedures relating to ATM, including the implementation of performance-based navigation (PBN) and CE-4 oversight frameworks, aligning with ICAO Annex 11 amendments, Doc 4444, Doc 9613, ICAO Guidance on ATM Training Development, and international best practices.
- Perform other related duties, including delivering technical advice on ATM matters, providing training on PBN and controller licensing, and supporting regulatory updates, following ICAO guidance (e.g., Doc 10070, 2.2.4 for Air Navigation Services CASI).

Essential Requirements

- Bachelor's degree in Aeronautical Engineering, Air Traffic Management, Aviation Management, or a related technical field.
- Minimum 5 years' progressive experience in ATM operations, air traffic control, or regulatory oversight, with at least 3 years in commercial air navigation environments.
- Proven experience conducting audits, inspections, or certifying ATM activities and controller licensing in accordance with ICAO standards.
- Sound knowledge of:
 - ICAO Annex 11 (Air Traffic Services), including SARPs on airspace classification, separation standards, and controller training.
 - ICAO Doc 4444 (PANS-ATM), covering procedures for air traffic control, flow management, and emergency operations.
 - State regulatory frameworks, international aviation safety law, and safety risk management practices for ATM.
 - Procedures for airspace design, PBN implementation, controller licensing, and CE-4 oversight requirements.
- Experience in incident investigation related to ATM operations and controller performance.
- Familiarity with ICAO safety oversight and compliance frameworks, including SSP, USOAP, and CE-4 for ATM oversight.

Preferred Qualifications

- Certifications such as ICAO ATM Training, ICAO Aviation Safety Inspector Credentials, or equivalent (e.g., EUROCONTROL ATM courses or controller training per ICAO Guidance).

- Experience in risk assessment techniques for ATM systems, such as airspace capacity analysis, PBN implementation, and fatigue risk management.
- Background working with international organizations or multi-stakeholder environments in ATM (e.g., ICAO, EUROCONTROL, or regional ATM groups).
- Proven ability to provide technical training and conduct capacity-building activities in ATM safety, PBN, and controller licensing.
- Approaches ATM oversight with an effective risk management strategy, considering the specific risk profile.
- Analyzes information critically to achieve consistent and desirable outcomes.
- Required to meet CE-4 for oversight of ATM operations and controller licensing.

Core Competencies

- Strong understanding of hazard & risk management techniques, including risk assessments for ATM operations, airspace conflicts, and controller performance, with ability to apply and continuously improve technical knowledge and skills related to air traffic management and safety.
- Ability to assess complex ATM scenarios, analyze multifaceted issues (e.g., PBN integration, controller workload), consider risks, and make informed, timely decisions based on relevant facts while approaching oversight with an effective risk management strategy considering the specific risk profile.
- Excellent communication skills with ability to convey and receive information effectively through oral, written, and non-verbal communication, capable of engaging diverse stakeholders including air traffic controllers, ATM providers, and airspace users.
- Understands how different components of ATM systems (e.g., airspace design, controller licensing, PBN) interact and function together, with ability to analyze information critically to achieve consistent and desirable outcomes.
- Independently and proactively identifies and addresses issues with meticulous attention to detail for inspections, reporting, and compliance verification, demonstrating resilience under pressure with a proactive attitude towards safety improvements and continuous learning.
- Upholds high ethical standards, demonstrating integrity, transparency, and fairness in all oversight activities, guided by ICAO and international best practices.