



Call for Candidates
Job Description: Director Network Management

JOB DETAILS

Reference	C4C DNM-2018		
Directorate/Division/Unit/Section	Network Management Directorate (NMD)		
Function Group	AD		
Type of Post/Grade	Director post AD 15		
Reporting	Director General		
	The Director NM is required to work closely with DG, NMB, airlines, ANSPs, airports, SESAR bodies, EC, EDA, national and state authorities, industry associations, trade unions, etc.		
Appointment	The appointment is for an initial period of 5 years. The mandate may be renewed once to give a maximum total assignment of 10 years.		
Site(s) – Job location	Brussels This job requires travel		

NATURE OF THE FUNCTION (MAIN PURPOSE OF THE JOB)

- To lead the Network Manager (NM) function and Directorate for EUROCONTROL;
- To plan and execute the future development of the EUROCONTROL NM in terms of technology, operational effectiveness, staffing, cost effectiveness and stakeholder engagement;
- To contribute to the overall management effectiveness of EUROCONTROL as a key management team member in line with the overall Agency Business Plan.

KEY TASKS AND RESPONSIBILITIES

- To lead and direct the NMD in the achievement of performance objectives, strategic development, evolution of policies, staff management and budget management;
- To contribute to the overall strategic management of the Agency;
- To lead and coordinate the Network Manager (NM) development within the overall ATM strategy and its contribution to the achievement of SES objectives and the performance scheme;
- To lead and manage efficiently the activities of NMD through the management of network operations and the provision of ANS support services, in an operational partnership with the industry and close cooperation with the Deployment Manager;
- To establish, implement and update the Network Strategic Plan, the Network Performance Plan and the NMD Business Plan in alignment with the Agency Business Plan;
- To ensure the quality, efficiency and cost-effectiveness of NMD services, functions and deliverables (e.g. air traffic flow capacity and airspace management, flight planning, airspace and aeronautical data, data provision and reporting);
- To ensure the delivery of the Network Manager functions according to the European Union legislation under the oversight of the European Commission assisted by EASA in matters related to safety;
- To ensure the efficient management of ANSP Support Services, the Training Division and other support to ANSP/FAB activities;
- To ensure adequate support for the running and development of the European Aviation Crisis Coordination Cell (EACCC);
- To work as a team member of the EUROCONTROL Senior Management Group;
- To perform any other task in line with the main purpose of the job and/or as directed by DG EUROCONTROL.

JOB REQUIREMENTS

Level of education (based on Article 5 of SR):	<ul style="list-style-type: none"> Completed university studies of 4 years, or completed university studies of at least 3 years plus 1 year appropriate professional experience, or technical qualification/professional training (e.g. expertise in relevant operational activities at senior level) of an equivalent level.
Professional experience in the Agency structure of an equivalent level to the required educational level (RoA No. 2a)	<p>Internal candidates who do not meet the required level of education must justify appropriate professional experience within the Agency structure as follows:</p> <ul style="list-style-type: none"> Post-secondary education and at least 4 years' experience, or secondary education giving access to post-secondary education and at least 7 years' experience, or 10 years' appropriate professional experience
Experience/ability	<ul style="list-style-type: none"> Experience as a Technical Expert in operational activities (e.g. ATC, Pilot, etc.) with appropriate Strategic Manager experience in industry, airline, ANSP or technical organisation. Ability to forge multi-national alliances, work with stakeholders, deliver multi-stakeholder projects and manage significant change or consolidation projects. Demonstrated ability to work as part of a team and deliver cost-effective solutions to complex problem areas. The working languages of the Agency are English and French. For this particular post, a thorough knowledge of English (written/oral) is required.
Technical competencies	<ul style="list-style-type: none"> Proficiency in: <ul style="list-style-type: none"> Air Traffic Management Air Navigations Services Aviation Business Understanding of European rules and regulations regarding the Network Manager functions and SESAR activities. Proficiency in understanding the structure of European air navigation services and a comprehension of ICAO and EU requirements. Experience in planning and implementing large and complex (technology) programmes. Experience in effectively leading and implementing change. Political awareness affecting the aviation business.
Behavioral competencies	<p>Working as a team member to:</p> <ul style="list-style-type: none"> Work closely and supportively with the DG to shape policy. Define the Agency and NM Strategic Direction. Making and implementing business decisions in a logical and team building way. Define the long-term technological evolution, working with staff and stakeholders and deliver a cost effective service, capital programme and embracing modern working methods and technology. Politically and organisationally be aware of influences and cultures that impact on the Agency.
Just Culture	<p>In accordance with Article 22d, the Agency is required to apply the "Just Culture" principles. "Just Culture" applies to all (operational and non-operational) staff involved in air navigation safety-critical activities. Other staff may also be included within its scope, as appropriate.</p>
Security clearance	<p>The Director NM will require a security clearance and job references will be consulted.</p>

SAFETY AND SECURITY REQUIREMENTS (NMD)

Safety awareness	All EUROCONTROL staff working in NMD are required to undertake safety awareness training.
Safety Management Implementation Function	Director NM should also have a good operational knowledge of industry safety management systems.