



ICAO APAC Regional Training Symposium

16 to 17 July 2025 | Singapore

Hosted by

A wide-angle photograph of the Singapore skyline at sunset. The sky is a mix of blue, orange, and pink. The city's lights are visible, and the water in the foreground reflects the buildings and the sky. The Marina Bay Sands hotel is prominent on the left, and the Singapore Flyer is on the right.

Speaker Biographies

ICAO APAC Regional Training Symposium

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Wednesday 16 Jul 2025

Opening Ceremony

Juan Carlos Salazar

Secretary General

International Civil Aviation Organization (ICAO)



Mr. Juan Carlos Salazar is the Secretary General of the International Civil Aviation Organization (ICAO). He was first appointed for a three-year term starting August 2021. On 11 March 2024, the ICAO Council renewed his appointment for a second consecutive three-year term, to begin August 2024. His career in international civil aviation spans over 30 years in various advisory and leadership roles. Prior to his appointment as Secretary General, Mr. Salazar served as Director General of Aeronautica Civil of Colombia – Aerocivil. For the twelve years prior to joining Aerocivil, Mr. Salazar was a Senior Advisor to the UAE General Civil Aviation Authority. His professional experience also includes terms as the President of Latin American Civil Aviation Commission (LACAC), Secretary of the Colombian Civil Aviation Board and Director of its Air Transport Office, Director General of Air Transport at the Colombian Ministry of Transport, Corporate Secretary and

Director of the Legal Department of Tampa Cargo (currently known as Avianca Cargo). Mr. Salazar is a lawyer and has earned advanced degrees from Harvard University (Master in Public Administration - MPA) and McGill University (Master in Air and Space Law - LLM), and was awarded an Honorary Doctorate degree in Law from Korea Aerospace University. He is fluent in Spanish, English and French, and speaks basic Arabic.

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Ma Tao

Regional Director, Asia and Pacific Office
International Civil Aviation Organization (ICAO)

Mr. Ma joined ICAO as Regional Director for the Asia Pacific Office in September 2021. Prior joining as ICAO Regional Director Mr. Ma served as the Regional Vice President for North-Asia of the International Air Transport Association (IATA). He was the Permanent Representative of China on the Council of ICAO in Montreal from 2006 until 2017 and served in a number of different positions including Chairman of working group of governance and efficiency (WGGE); First Vice President of the Council of ICAO and Chairman of Technical Co-operation Committee. Mr. Ma began his career in aviation with the Civil Aviation Administration of China (CAAC) in 1983. Over the years, he has held positions of increasing responsibility within the CAAC including Director of the Flight Standards Liaison Division, Assistant Deputy Director General of the Department of Flight Standards; Deputy Director General of the Department of Flight Standards as well as Head of Airworthiness Certification Center of CAAC before joining IATA in 2019. He served as Acting Chairman of the North Asia regional technical cooperation Programme, 'Cooperative Development of Operational Safety and Continuing Airworthiness Programme — North Asia' (COSCAP-NA). A graduate of the University of Civil Aviation of China, Mr. Ma also holds a Master's degree in aviation safety management from Civil Aviation University of China and Ecole Nationale de l'Aviation Civile of France. He holds a Commercial Pilot's Licence issued in China.



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High Level Panel 1:

Future Ready Aviation Workforce – Challenges and Opportunities

Han Kok Juan (Moderator)

Director-General

Civil Aviation Authority of Singapore



Han Kok Juan is the Director-General of the Civil Aviation Authority of Singapore. He is responsible for the development of a safe, vibrant and sustainable Singapore air hub and the provision of air navigation services for the Singapore Flight Information Region. Kok Juan is Chairman of the Asia and Pacific Air Navigation Service Provider Committee. He is a member of the Executive Committee and the Chair of the Asia Pacific CEO Committee of the Civil Air Navigation Services Organisation (CANSO). Prior to this, Kok Juan held senior appointments in various Singapore ministries, including of transport, law, national development, trade and industry, finance and health. Kok Juan graduated with a Bachelor of Arts in Politics, Philosophy and Economics from the University of Oxford, United Kingdom and a Master's in Public Administration from the Peking University, People's Republic of China.

Ma Tao

Regional Director, Asia and Pacific Office
International Civil Aviation Organization (ICAO)

Mr. Ma joined ICAO as Regional Director for the Asia Pacific Office in September 2021. Prior joining as ICAO Regional Director Mr. Ma served as the Regional Vice President for North-Asia of the International Air Transport Association (IATA). He was the Permanent Representative of China on the Council of ICAO in Montreal from 2006 until 2017 and served in a number of different positions including Chairman of working group of governance and efficiency (WGGE); First Vice President of the Council of ICAO and Chairman of Technical Co-operation Committee. Mr. Ma began his career in aviation with the Civil Aviation Administration of China (CAAC) in 1983. Over the years, he has held positions of increasing responsibility within the CAAC including Director of the Flight Standards Liaison Division, Assistant Deputy Director General of the Department of Flight Standards; Deputy Director General of the Department of Flight Standards as well as Head of Airworthiness Certification Center of CAAC before joining IATA in 2019. He served as Acting Chairman of the North Asia regional technical cooperation Programme, 'Cooperative Development of Operational Safety and Continuing Airworthiness Programme — North Asia' (COSCAP-NA). A graduate of the University of Civil Aviation of China, Mr. Ma also holds a Master's degree in aviation safety management from Civil Aviation University of China and Ecole Nationale de l'Aviation Civile of France. He holds a Commercial Pilot's Licence issued in China.



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Norazman Mahmud

Chief Executive Officer

Civil Aviation Authority of Malaysia

Bio coming soon...

Florian Guillermet

Executive Director

European Union Aviation Safety Agency (EASA)



Florian Guillermet took up his duties as Executive Director of the European Union Aviation Safety Agency (EASA) in April 2024. During his 26 years working in the aviation sector, Guillermet has held top-level management posts at aviation organisations in France and the European Union. In addition to extensive leadership experience, he has acquired profound knowledge of many aviation domains, particularly safety and Air Traffic Management (ATM). Guillermet moved to EASA directly from France's DSNA, where he had served as Director Air Navigation Services since June 2021. He headed the 7,000-person organisation with full accountability for the delivery of

its services and the smooth running of its operations. Prior to that, he was Executive Director at SESAR Joint Undertaking (SESAR-JU), leading the delivery of performance improvements in ATM safety, capacity, efficiency, and its environmental impact. He stepped up to this role in 2014, after two years as Deputy Executive Director of the Joint Undertaking. He held various positions at Eurocontrol from 2003 to 2011, ranging from system developments to operational service delivery. His earlier work experience involved various aviation roles in France. Guillermet studied engineering, including applied mathematics, computer science, and business administration at the École Polytechnique in Paris and has a master's in Air Transport Management and Aeronautics from the French National School for Aviation (ENAC). He also studied at the University of California (UCLA) in Los Angeles.

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Ron Hay
President

International Federation of Air Line Pilot Associations (IFALPA)

Captain Hay is the President of the International Federation of Air Line Pilot Associations (IFALPA) representing over 148,000 pilots worldwide from over 70 different countries. He currently flies the A-350 for Delta Air Lines, based in Los Angeles. He has been an instructor and line pilot for over 35 years. With over 20,000 hours of flight time and six different type ratings, his airline experience covers international operations as an instructor and as a past F.A.A. Air Program Designee. He has served IFALPA as Deputy President, Executive Vice President Administration, Membership and Finance (AMF), Regional Vice President United States/ Central Pacific (US/CEP), and as Negotiations Seminar instructor. At ALPA-I, Captain Hay negotiated several pilot contracts to include the merger of Northwest and Delta Air Lines. He has also served as a local council representative, as well as on multiple committees including Merger, Grievance, Strategic Planning, and Government Affairs.



Stephen P. Creamer

President & CEO

Air Traffic Control Association (ATCA)



In April 2025, Steve joined ATCA as President and CEO. ATCA is a non-profit, non-government, professional organization. ATCA represents a broad spectrum of airspace users and air traffic management equipment manufacturers and service companies who are at the forefront of developing innovative solutions to enhance the safety, efficiency, and capacity of global airspace. Previously, Steve served as Director of the Air Navigation Bureau at ICAO from April 2015 through June 2023, then completing his tenure at ICAO as a Senior Advisor to the ICAO Secretary-General in September 2023. At ICAO, he was responsible for delivery of safety and air navigation strategic outcomes, integrating security and environmental requirements into developing ICAO SARPs and PANS. During his tenure, ICAO kept pace with industry developments with innovative and engaging symposia, specialized workgroups to help Member States and industry stakeholders tackle complex challenges like safe carriage of lithium batteries, safe digital connectivity of safety systems, new remote flying technology, enhanced runway safety procedures and enhanced aircraft tracking systems, among many others. Steve began his career in air traffic operations and is a private pilot. Steve previously held executive and managerial positions at the U.S. Federal Aviation Administration with over 33 years' experience in the Air Traffic and International Aviation organizations. He also served as a member of the ICAO Air Navigation Commission.

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High Level Panel 2: Nurturing the Next Generation of Aviation Professionals – Strategy and Policies

Dimitri Coll (Moderator)

Senior Vice President, Airport Experience and Training
Airports Council International (ACI) World



Dimitri Coll main responsibilities are to manage the Airport Experience program and Global Training. His goals are to help airports to enhance customer and employee experience and develop training plans and career paths for airports and learner. Dimitri Coll holds a BBA (1998) and a MSc in Marketing (2000) from Hautes Etudes Commerciales (HEC) in Montréal, Quebec. With more than 20 years of experience marketing across a variety of industries, he is an expert in product management, customer experience and marketing research. In previous roles, Dimitri was in charge of customer experience management and service design for Hydro-Quebec, as well as product management and new product design for National Bank Insurance and telecommunications company Videotron.

Justina Tan

Executive Vice President, Corporate, People and Culture
Changi Airport Group

Justina provides strategic leadership to the diverse teams within Changi Airport Group to transform organisational practices, drive sustainable outcomes, and deliver great employee experiences. She has extensive experience in the airport industry spanning international relations, airline marketing, airport retail and airport consultancy, and she spearheaded HR transformation and many organisational development initiatives. Under her leadership, CAG has been recognised for its innovative practices and garnered acclaim as an employer of choice, winning multiple awards and accolades from the industry and Union partners alike. Justina is also a firm believer of philanthropy and passionate about giving back to the community. She is the Chairman of Changi Foundation, and she volunteers her time with the Institute of Human Resource Professionals (IHRP) and with SATA CommHealth, where she contributes to social causes and HR professionalisation. In recognition of her achievements and contributions to the HR industry, Justina was conferred the professional certification by Institute of Human Resource Professionals as a Master Professional (IHRP-MP).



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Manat Chavanaprayoon

Director General

Civil Aviation Authority of Thailand (CAAT)



With over 40 years of experience, he has held senior leadership roles in the Royal Thai Air Force, including Chairman of the Advisory Board, Deputy Chief of Joint Staff, and Commander of Wing 7 (GRIPEN). He also served as Defence Attaché to Sweden, Denmark, and Norway. He has been deeply immersed in aviation since a young age, gaining hands-on experience across operational and strategic levels—shaping a comprehensive understanding of the aviation industry. In the civil aviation sector, he has served as Advisor to the CAAT Board, Independent Director and Audit Committee Chair at Airports of Thailand (AOT), and Expert Committee Member at the Civil Aviation Training Center (CATC). A graduate of the National Defence College of Thailand, he has completed executive programs in governance, defense, and public administration. As Director General of CAAT, he champions sustainable aviation workforce development and actively supports the next generation of aviation professionals.

Natalie Randolph

Acting Director, Asia Pacific Region
Federal Aviation Administration

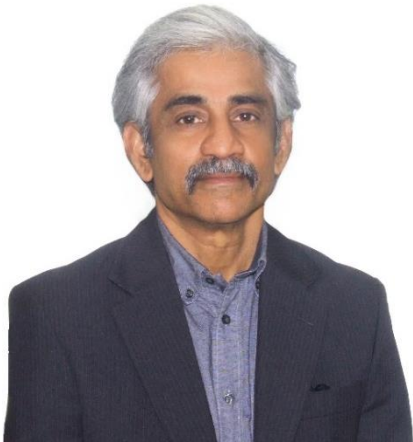
Bio coming soon...

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Subhas Menon
Director General
Association of Asia Pacific Airlines (AAPA)



Subhas Menon joined the Association of Asia Pacific Airlines in March 2020. Subhas has over 35 years' experience in international aviation with the Singapore Airlines Group, having served in a wide spectrum of roles including international & government relations, marketing, product development, logistics, country & regional management. In his various roles in the airline industry over the past three decades, he has developed a solid skill set that includes successfully building and managing relationships with different stakeholders, strong communications and public speaking skills as well as commercial acumen honed across different regions. As Regional Vice President for an Asian airline in various regions around the world, and having also served as Chief Executive of SilkAir, Subhas is familiar with the Asian airline environment, its market dynamics and the region's diverse political landscape. Building on his early experience in international relations, he has well-developed lobbying and negotiation skills as well as dealing with government affairs, which makes him well-placed to undertake the kind of advocacy and lobbying activities AAPA conducts as a trade association on behalf of its member airlines. He is a graduate of the National University of Singapore, with a Bachelor of Social Science (Honours) in Sociology.

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Discussion Panel 1: Leveraging Educational Technologies and Innovative Methodologies in Aviation Training

Manjit Singh (Moderator)

Deputy Regional Director
Asia Pacific Regional Office, ICAO

Bio coming soon...

Lea Vesic

Director and CEO
RMIT Aviation Academy



Lea Vesic is a pilot turned policy strategist with over 15 years of global experience across government, education, and industry—including airlines, private charter operations, and international aviation development. She is currently the Director of RMIT University's Aviation Academy, where she leads innovation in training, digital learning, and workforce transformation to meet the evolving needs of the global aviation sector. Lea is a Councillor of the Australian Division of the Royal Aeronautical Society and was awarded the inaugural Chief Executive Women Scholarship to undertake the Executive MBA at Melbourne Business School. During the COVID-19 pandemic, she served as a senior advisor to the Australian Deputy Prime Minister and Minister for Transport, helping shape national aviation and maritime policy through one of the most disruptive periods in modern aviation history. With a bold vision and collaborative leadership style, Lea is passionate about future-

skilling the next generation of aviation professionals, building sovereign capability, and driving meaningful reform in one of the world's most complex and critical industries.

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Nguyen Thi Hai Hang
President
Vietnam Aviation Academy

For almost a decade, Dr. Nguyen Thi Hai Hang has served as President of the Vietnam Aviation Academy (VAA)—Vietnam’s unique public university dedicated to aviation. A visionary leader in aviation education, she has spearheaded the modernization of VAA’s training programs through the integration of cutting-edge technologies, including virtual reality (VR), artificial intelligence (AI), and advanced flight simulation. Holding a Ph.D. in Knowledge Management and Advanced Master Degree on Aviation Safety and possessing decades of academic experience, Dr. Hang has been pivotal in aligning VAA’s curriculum with ICAO standards and industry requirements. Her expertise in integrating immersive learning tools and innovative methodologies has established VAA as a regional leader in aviation training. As a panelist at the ICAO Asia Pacific Regional Aviation Training Symposium, Dr. Hang will share her insights on leveraging educational technologies to bridge skill gaps and promote continuous professional development. Her contributions will showcase Vietnam’s progress in adopting AI-driven platforms and mixed-reality solutions to address the evolving demands of the aviation sector. Dr. Hang’s leadership embodies her dedication to excellence, making her a respected and influential figure in shaping the future of aviation training.



So-Young Kang
CEO and Founder
Gnowbe



So-Young is a globally sought after speaker and thought leader from World Economic Forum Davos to Drucker Forum. She is a transformation designer who helps organizations and individuals stay human in an increasingly AI-powered digital world. Her work over the last 25 years focuses on better aligning purpose, values and ethics across business, tech, education and government. She has done this by founding [Gnowbe](#), an AI-powered software platform that humanizes how we train, learn and engage, and [Awaken Group](#), a human-centered transformation design firm that catalyzes growth for value creation. So-Young is the author of 'Inside Out', global speaker and thought leader where she regularly speaks and writes about tech, values, humanity and the future of human development at places including the [World Economic Forum](#) as a Young Global Leader since 2014, Forbes, Davos, TEDx, Huffington Post, and Drucker Forum. So-Young holds a BA with Honors from the University of Pennsylvania and an MBA from Harvard University. She is a strategic advisor and on the boards of Tower Capital Asia, Tapouts (social and emotional well-being for children), Care for Children (placing millions of orphans into loving homes), Young Professionals' Group (mentoring next generation) and founding Director of SEA Founders (largest ecosystem of tech founders across Southeast Asia). So-Young is a Korean-American based out of both the US and Singapore.

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Venkateshwar Linganna

Executive Director and Principal
Civil Aviation Training College, Allahabad



Shri Venkateshwar L serves as Executive Director and Principal of CATC Prayagraj, a premier ANS training institute in South-East Asia. An engineering graduate from Gulbarga University, he holds the IAP designation from AMPAP and a management certificate from IIM Indore. With over 30 years in aviation, he has held leadership roles across major airports and AAI regional offices, contributing significantly to CNS operations, training, and innovation. He has been recognized with the AAI Chairman's Award for developing in-house solutions and leading modernization projects. Appointed to his current role in November 2024, he is tasked with transforming CATC into a world-class hub for training Next Generation Aviation Professionals (NGAP). Known for his team leadership, problem-solving, and people-focused approach, Shri Venkateshwar is also an active sports enthusiast and mentor, respected for his dedication to continuous improvement in India's civil aviation sector.

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Discussion Panel 2: Lessons Learned, Success Stories, and Collaborative Efforts in the TRAINAIR PLUS Programme

Laura Camastra (Moderator)

Chief of Training

International Civil Aviation Organization (ICAO)



Dr. Laura Camastra is the Chief of Training at the International Civil Aviation Organization (ICAO). Dr. Camastra leads and directs the implementation of ICAO's global aviation training policy, driving the development of global training standards and methodologies in support of Human Resource Development in aviation. She also oversees the management of the ICAO TRAINAIR PLUS Programme network of Members and Partners, responsible for the development and delivery of standardized training to support ICAO Member States in the implementation of Standards and Recommended Practices (SARPs). Before joining ICAO Dr. Camastra was responsible for the design and

management of training and capacity-building projects in statistics funded by the European Commission and other international donors.

Anarzul Dorligsuren

Head of Course Development and Cooperation Unit

Civil Aviation Training Centre of Mongolia

Anarzul Dorligsuren is an experienced, values-based educational chief instructor and currently head of course development and cooperation unit of the Civil Aviation Training Center (CATC) of the National Civil Aviation Center, an approved aviation training provider for the aviation industry in Mongolia. Anarzul is responsible for the development of training programs and delivery of international courses, cooperation of foreign training organizations at the CATC. She is a well-respected lecturer of Mongolian University of Science and Technology (MUST) and Civil Aviation Training center, specialized in human resource management, organizational behavior and human factors. Anarzul has been the focal point of TRAINAIR PLUS programme in Mongolia since 2015 and played significant role in leading to strengthen training in aviation sector of Mongolia. She pioneered the permanent and ongoing process to conduct ICAO TRAINAIR PLUS courses in Mongolia and she trains qualified instructors, dedicated to establishing skilled instructional cadre. Anarzul has a passion for learning, holds an undergraduate degree in both international business and pedagogy, MBA degree from Strayer University in the United States. She is now pursuing her doctoral degree of human resource management at MUST. She also mentors MBA candidates at different universities in Mongolia.



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Paula Vieira de Almeida

Chief Executive Officer

Joint Aviation Authorities Training Organisation (JAATO)



With over 20 years of experience in aviation training, Mrs. Almeida joined JAA TO in 2004 and has since held several positions in the organisation instrumental in the transformative restructuring of JAA TO, elevating it as the premier ICAO Training Centre of Excellence in Europe. Holds a Master's degree in Adult Education, Leadership and Management (specialisation in Executive Leadership from Oxford University). In 2023, the CEO further augmented her legal acumen with a Master of Laws (LL.M.) in International Business Law, as well as adding an Oxford Certificate in Artificial Intelligence (AI) to her credentials showcasing a commitment to staying abreast of cutting-edge technology. Mrs. Almeida is the duly re-elected Chair of the ICAO TRAINAIR PLUS Steering Committee (TPSC) advocating for an innovative, sustainable and fair programme that stimulates multilateral cooperation and Member resilience through global training harmonisation. Beyond this scope, her perspective on regulation, innovation, and digitalisation sheds light on the capacity-building opportunities for CAAs, training providers and industry stakeholders to embrace digital aviation for amore effective and safer aviation ecosystem.

Prasanta Kumar Chakraborty

Director

Civil Aviation Academy of Bangladesh

Prasanta Kumar Chakraborty started aviation career in Flight Safety division of CAA Bangladesh in 1996 as Aviation Safety Inspector. Graduated as Bachelors of Science (Honor's degree) & Masters of Science, awarded with Graduate Diploma in Aviation Management from NUS Singapore in 2000. Trained on aviation courses on Safety Oversight Managers, Aviation Act/Law, Audit Technique, GSI Ops-AOC & AIR, SSP, SMS, EASA PEL, Ground Handling, Aerodrome Certification, Airport Management, Airline Management, TIC, TMC, TDC, OCBTA, ATO approval etc. Certified as ICAO Instructor for Training Instructors Course (TIC) and Training Managers Course (TMC). He got focused on ICAO



structure, functions, objectives, Convention, Annexes, implication of SARPs, USOAP audit protocols, ICAO GAT Taxonomy, TPP Program, TPEMs. Experienced on state safety oversight function and obligations. Worked as Project Manager-AOC, Principal Ground Handling Inspector, National Coordinator (NC) for COSCAP-SA and NCMC-Bangladesh (2009 to 2017). Rendered valuable support to CAAB on certification, oversight of AOC holders and implementation of ICAO SARPS in OPS, AIR & PEL areas. Experienced as ASA negotiator, attended hundred plus ASA consultation meetings. Attended ICAO GA, DGCA's Conferences, ICAN, ICAO GISS, COSCAP-SA SCM, D-8 Meeting & ICAO Workshops/Seminars. Currently managing, supervising and ensuring quality of aviation training in CA Academy, delivering ICAO courses and coordinating with ICAO, FAA & ACI to host ICAO training in Bangladesh. His hard work and dedication enabled CA Academy to upgrade TPP Membership from Associate (Bronze) to Gold within three years.

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Simon Li
President
Hong Kong International Aviation Academy



Mr. Li Tin Chui, Simon, joined the Civil Aviation Department of the Hong Kong Government in 1983 and was appointed as Director-General of Civil Aviation in 2016 until his retirement in 2020. Mr. Li also served as a board member of the Airport Authority Hong Kong and Aviation Security Company Limited between 2014 and 2020. With a wealth of industry experience, Mr. Li served as Senior Advisor (Aviation) for the Transport and Housing Bureau until May 2021. From June 2021, Mr. Li was appointed as President of the Hong Kong International Aviation Academy Limited, and named CEO of HKIA Services Holdings Limited, Chairman and Director of the Board of AsiaWorld-Expo Management Limited, and CEO of HKIA Consultancy

Limited from April 2023. In November 2024, Mr. Li was appointed as a council member of the University of Hong Kong for a term of three years. Mr. Li holds a bachelor's degree in electrical and electronics engineering, and a specialised master's degree in Satellite-based Communications, Navigation and Surveillance (CNS) at Ecole Nationale de l'Aviation Civile (ENAC), France.

Tay Tiang Guan
Senior Advisor, Civil Aviation Authority of Singapore
and Dean, Singapore Aviation Academy

Mr. Tay is Senior Advisor of the Civil Aviation Authority of Singapore (CAAS) and Dean of Singapore Aviation Academy. Prior to his current appointment, he was the former Deputy Director-General and Chief Risk Officer of CAAS. Mr. Tay has over 35 years of experience in civil aviation and has held key appointments in the areas of safety regulation, air navigation services, air transport, airport and air cargo management, airport master planning and aviation training. He was also actively involved in driving regional initiatives, e.g. through co-chairmanship of the ICAO Asia-Pacific Regional Aviation Safety Team and the ICAO Regional Mechanism Cooperation Task Force. He is also a member of the Embry-Riddle Aeronautical University Asia's Industry Advisory Board and Singapore's Chartered Institute of Logistics and Transport Advisory Panel. Mr. Tay graduated in 1986 with a Diplome d'Ingenieur from Ecole Nationale de l'Aviation Civile. In 2005, he obtained a Master of Business Administration degree from Massachusetts Institute of Technology.



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Won-soon Park

Director (Strategic & Planning Group)

Incheon Airport Aviation Academy (IAAA)



Won-Soon Park embodies the role of a comprehensive team leader, characterized by a profound sense of responsibility and a wealth of insights amassed over a distinguished tenure spanning more than 28 years in airport operations, management and training. His professional journey includes a notable focus on augmenting the capabilities of airport operators, a testament to his acumen in discerning varying degrees of significance to attain optimal results of the highest calibre. He has a role as vice chair of TRAINAIR PLUS Steering Committee since 2023, a member of ICAO APAC RTCF since 2024 and leading ICAO TPSC APAC sub-committee since 2022 as well.

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Thursday, 17 July 2025

Discussion Panel 3: Effectiveness of Training in an Evolving Aviation Landscape

Graham McNally (Moderator)

CBTA Program and Instructor Training Lead
Boeing Global Services

Graham is the CBTA and Instructor Training Lead in the Learning Design Team focusing on the implementation of Competency Based Training and Assessment principles within Boeing and with airline customers and regulators. His aviation career started in the Royal New Zealand Air Force, which included time as a qualified flying instructor and Flight Commander on the Boeing 727 carrying VVIPs. Joining Emirates Airline in 1997, he instructed on both Airbus and Boeing aircraft. Graham flew the Boeing 777 for fifteen years, holding Standards Training Captain and Senior Examiner roles. For his last ten years at the airline, he was the Chief of Training/Training Manager 777 and oversaw the introduction of the CBTA/EBT programs onto that fleet. Graham joined the Boeing company in 2022. Graham is a graduate of Massey University (NZ) with a Bachelor of Aviation and a Masters of Business Administration from Bradford University (UK).



Bai Huixin

Head of Training Standards & Development Center
Civil Aviation University of China



As the head of Training Standards & Development Center, she has more than 10 years' experience in enhancing training standards, managing the international training program, and conducting quality assessment for the training. In addition to her role, she is also an ICAO ISD Validator, Senior Course Developer, and Instructor, and is committed to the competency-based training development and implementation. With the efforts of her team, CAUC has gradually developed from an associate member of TRAINAIR PLUS to a platinum member, promoting the global application of ICAO standardized courses. Based on her professional working experience, she is collaborating with the CAAC Flight Standards Department to promote the integration of CBTA (Competency-Based Training and Assessment) in license training and assessment programs for aviation personnel.

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Eugene Antoni

Sr. Vice President, Flight Operations
Singapore Airlines

Captain Eugene C. Antoni began his career with Singapore Airlines (SIA) in 1987 as a cadet pilot, and has clocked more than 17,000 flight hours across the Airline's fleet. Following his promotion to Captain in 1996, he moved up the ranks as Line Instructor Pilot, Instructor Pilot, and Flight Operations Safety Manager, and was also a Flight Examiner and an accredited Accident Investigator. In 2012, Captain Antoni was seconded to Tigerair as Director of Flight Operations. He led the integration of the Scoot and Tigerair flight operations in 2016, and was appointed Scoot's Senior Vice President Flight Operations in 2017. After his return to SIA in 2018, he served in Flight Operations management as Chief Pilot of the Airbus A350 and Boeing 787 fleets, as well as Chief Pilot of Training. He was promoted to Divisional Vice President Line Operations in 2021, and later assumed the role of Divisional Vice President Technical, Regulatory, and Projects. Captain Antoni was appointed Senior Vice President Flight Operations, Singapore Airlines, in March 2023. He is also the Chairman of Singapore Flying College, a Board member of the Airbus Asia Training Centre, and a committee member at the International Air Transport Association's Operations Advisory Council. Captain Antoni holds a PhD in Conflict Management and a Master of Theology (both from Trinity College and Seminary), a Master of Science in Air Transport Management (City, University of London), and a Master's degree in Sustainable Development – 2030 Agenda (Universidad Internacional Isabel 1 De Castilla).



Matthew Flaherty

Vice Chancellor and Head of Asia
Embry-Riddle Aeronautical University, Asia



Matthew Flaherty is the Vice Chancellor and Head of Asia at Embry-Riddle Aeronautical University (ERAU), overseeing strategic growth and academic excellence at the Singapore campus. With over 20 years of global experience across 75 countries, he brings deep knowledge of international education. He serves on the ERAU Asia Board of Directors, co-chairs the Industry Advisory Board, and holds appointments with the Singapore Aviation Academy Advisory Board and the IJAC Editorial Committee of Korea's National Aviation Museum. An adjunct instructor in the College of Aeronautics, he teaches Aviation Legislation, The Science of Flight, and Introduction to Aeronautical Science. Matthew earned an MBA in Aviation and a B.S. in Aerospace Studies from ERAU's U.S. campuses and is currently pursuing a doctorate in Strategy and Innovation at Capella University. He remains active in the aviation industry and maintains

his FAA commercial pilot's license and instructor rating.

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Nicolas Cazalis

Deputy Director General

Ecole Nationale de l'Aviation Civile (ENAC)

Nicolas CAZALIS was appointed Vice President of ENAC, premier civil aviation university in Europe, in 2019. He is 47. Nicolas CAZALIS has been graduated from two leading French Universities (or “Grandes Ecoles”), *Ecole Polytechnique* and *Ecole Nationale des Ponts et Chaussées*. He also holds an MBA from the *Collège des ingénieurs* in Paris and has completed an executive education program at ENAC. After first professional experiences in an IT Services Company and in the French Railway Network Operator, Nicolas CAZALIS joined the French Civil Aviation Authority (DGAC) where he had a rich professional career, mixing experiences in operations, headquarters and HR management. In particular, he worked for the French Air Navigation Services Provider (DSNA), first as deputy head of the Air Traffic Control Center of Paris Charles-de-Gaulle Airport and then as Director of the eastern France Upper Area Control Center (500 staffs), located in Reims. Since 2019, as Vice President of ENAC, he is more specifically responsible for the development of the university, including relations with companies in the sector and continuing education, as well as international affairs, such as the development of training abroad or cooperation with universities, professional academies and national or international institutions. He continues to give regular lectures to ENAC students in France and abroad on subjects related to air traffic management.



Pansak Nernsai

Director of the Air Traffic Services Division

Civil Aviation Training Centre, Thailand



Dr. Pansak Nernsai is the Director of the Air Traffic Services Division at the Civil Aviation Training Center (CATC) in Bangkok, Thailand. With over two decades of experience in air traffic control and aviation management, he began his career in the Royal Thai Air Force, serving in various ATC roles. Since 2003, he has held multiple leadership positions at CATC, including Chief of Air Traffic Management and Acting Vice President of Academic Affairs. Dr. Pansak holds a Ph.D. in Logistics and Supply Chain Management from Burapha University, an M.Sc. in Aviation Management, and a B.A. in Political Science. He has completed numerous specialized programs in aviation, airspace management, and human factors, reflecting his commitment to professional excellence and aviation safety.

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Discussion Panel 4:

Building a Resilient Aviation Workforce in the APAC Region: Focusing on PSIDS

Ma Tao (Moderator)

Regional Director, Asia and Pacific Office
International Civil Aviation Organization (ICAO)

Mr. Ma joined ICAO as Regional Director for the Asia Pacific Office in September 2021. Prior to joining ICAO as Regional Director, Mr. Ma served as the Regional Vice President for North-Asia of the International Air Transport Association (IATA). He was the Permanent Representative of China on the Council of ICAO in Montreal from 2006 until 2017 and served in a number of different positions including Chairman of working group of governance and efficiency (WGGE); First Vice President of the Council of ICAO and Chairman of Technical Co-operation Committee. Mr. Ma began his career in aviation with the Civil Aviation Administration of China (CAAC) in 1983. Over the years, he has held positions of increasing responsibility within the CAAC including Director of the Flight Standards Liaison Division, Assistant Deputy Director General of the Department of Flight Standards; Deputy Director General of the Department of Flight Standards as well as Head of Airworthiness Certification Center of CAAC before joining IATA in 2019. He served as Acting Chairman of the North Asia regional technical cooperation Programme, 'Cooperative Development of Operational Safety and Continuing Airworthiness Programme — North Asia' (COSCAP-NA). A graduate of the University of Civil Aviation of China, Mr. Ma also holds a Master's degree in aviation safety management from Civil Aviation University of China and Ecole Nationale de l'Aviation Civile of France. He holds a Commercial Pilot's Licence issued in China.



Benedict Igo Oraka

Chief Executive Officer and Director of Civil Aviation
Civil Aviation Safety Authority, Papua New Guinea



The CEO of CASAPNG and Director of Civil Aviation has 31 years of experience in Aviation and is also a current member of the PNG Institute of Directors. Mr. Oraka spent 12 years as a Senior Airline Executive and now represents Papua New Guinea (PNG) through CASA PNG on the Pacific Aviation Safety Office Council, promoting and building Aviation Safety and Security in PNG and where possible the Pacific Small Island Developing States. Mr. Oraka has the following qualifications: Master of Business Administration, University of PNG; Bachelor of Business & Management, University of PNG; Directors Development Course, PNG Institute of Directors; and Licensed Aircraft Maintenance Engineer with Ratings on the B767, B737, F100/70, Dash 8).

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George Tudreu
Head of Quality Management
Pacific Aviation Safety Office (PASO)

George Tudreu is the Head of Quality Management at the Pacific Aviation Safety Office (PASO), bringing over 22 years of leadership in aviation regulatory oversight and airline quality systems. He previously served as the Head of Air Safety and Personnel Licensing at the Civil Aviation Authority of Fiji (CAAF), overseeing its largest operational Department responsible for all Critical Element matters relating to Air Operators, Aircraft Maintenance Organisations, Aviation Training Institutions, Dangerous Goods, RPAS, Recreational Aviation, Aircraft Registration and Certification, Personnel Licensing, Flight Crew and LAME Examinations. As Fiji's National Continuous Monitoring Coordinator (NCMC), George also led the country's successful ICAO USOAP CMA audit in 2019, improving Fiji's effective implementation to its highest and current rating (which at the time - 3rd in the region behind Australia and New Zealand and 11th out of 39 Contracting States in the Asia Pacific region and culminated in Fiji receiving in 2022, the ICAO Council President Certificate in recognition of its advancements in establishing an effective aviation safety and oversight system. This award was presented at the 41st Session of the ICAO Assembly. He was until recently PASO's GASOS (now RRAP) project head working towards its voluntary RSOO assessment effort by ICAO; the work of which is now maturing and continuing under his Quality Management role and was appointed by Fiji's current Prime Minister to the Civil Aviation Authority of Fiji (CAAF) Board of Directors in 2021. Earlier in his aviation career, George led the integration of ISO-based Quality Management principles across Air Pacific's (now Fiji Airways) Operations Group—an initiative that contributed directly to the airline's first successful IATA IOSA accreditation, laying the foundation for the carrier's continued growth and operational maturity. George was Fiji's first Bachelor of Aviation graduate from Massey University's School of Aviation in New Zealand, majoring in Flight Crew Development. He holds Commercial Pilot and RPAS Pilot Licences, along with Flight Instructor, Multi-Engine Instrument, and Floatplane Ratings across multiple jurisdictions. In addition, he holds postgraduate qualifications in Business Administration and Airline Management. His current ongoing work at PASO includes focusing on the regional harmonisation of the 8 ICAO Critical Elements across the 10 PSIDS States, workforce capacity planning, and embedding sustainable quality systems within PSIDS oversight frameworks



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Moran Cho
Head Director
Korea Civil Aviation Association



Ms. Moran CHO is Head Director of the Korea Civil Aviation Association and leads the Aviation Job & Career Support Center in partnership with Korea's Ministry of Land, Infrastructure and Transport. With over 33 years of leadership experience at Korean Air—including international executive roles—she brings extensive global expertise to Korea's aviation sector. Since 2023, she has spearheaded national initiatives to connect young talent with aviation careers, including the successful rollout of a government-backed internship program that placed 270 youths across 12 aviation companies, with 97 securing employment. In 2024 alone, her center supported 2,246 individuals through mentorship, consulting, and training seminars. Ms. CHO holds a Master's in Aviation Management from Korea Aerospace University and a Bachelor's in English Literature from Yonsei University. A strong advocate for youth empowerment, she continues to build a resilient aviation workforce by helping young professionals discover meaningful, long-term careers in the industry.

Ng Tee Chiou
Deputy Director-General
Civil Aviation Authority of Singapore

Ng Tee Chiou is the Deputy Director General of Civil Aviation at the Civil Aviation Authority of Singapore (CAAS) and currently leads the Air Navigation Services, Unmanned Air Systems, and International Relations Groups at CAAS. Tee Chiou served as the representative of Singapore on the Council of the International Civil Aviation Organization (ICAO) from 2011 to 2020, actively contributing to the strategic objectives of ICAO in advancing international civil aviation. From 2006 to 2011, he managed the provision of air navigation services and was programme manager for the LORADS III Air Traffic Control System, as the Director of Air Traffic Services. Tee Chiou's aviation career spans over three decades, and he has extensive experience with issues relating to airspace policy, safety management, and aeronautical information services and airport management. For his contributions, Tee Chiou was awarded the Public Administration Medal (Silver) in 2014 and the Long Service Medal in 2015.



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Rajesh Rohatgi

Lead Transport Specialist and Infrastructure Program Leader
for Papua New Guinea & Pacific Island
The World Bank Group



Rajesh Rohatgi is a Lead Transport Specialist and Program Leader Infrastructure for PNG and Pacific Island Countries, based in Sydney, Australia. Mr. Rohatgi has over 25 years' experience in the infrastructure industry, advising governments to formulate sound policies, regulations and financing strategies for Infrastructure sector development and implementation. Mr. Rohatgi has worked in Bangladesh, Bhutan, India, Republic of Ireland, Kenya, Malaysia, Nepal, Sri Lanka, and United Kingdom. Mr. Rohatgi is a Chartered Civil engineer and holds a master's degree in Traffic and Transportation Planning and Bachelor of Engineering (Hons) in Civil Engineering.

Shane Sumner

Pacific Small Island Developing States (PSIDS) Liaison Officer
International Civil Aviation Organization (ICAO)

Shane Sumner was deployed to the Pacific Region in October 2023 in the newly established ICAO role of Liaison Officer, providing direct support to the 13 ICAO member Pacific Small Island Developing States. Prior to this deployment he was, for more than eleven years, Regional Officer Air Traffic Management/Aeronautical Information Management in the ICAO Asia/Pacific Regional Office in Bangkok, supporting and advising States in the implementation of ICAO Standards and Recommended Practices and regional plans in the fields of Air Traffic Management Aeronautical Information Services, Search and Rescue, Airspace Safety Monitoring, and Uncrewed Aircraft Systems. He was Secretary of, and technical contributor to, a wide range of associated regional technical bodies, and drafted, coordinated, and published related regional plans and guidance material. Before joining ICAO in 2012 Mr. Sumner served for more than 30 years in Air Navigation Service Provider roles, primarily as a licensed Air Traffic Controller, ATC instructor, ATC supervisor and ATM systems management specialist. As a qualified ATC instructor, he developed and delivered classroom and simulator training for ATC candidates, as well as on-the-job training in live ATC operations.



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Theresa O'Boyle-Levestam
Chief Executive
Civil Aviation Authority of Fiji (CAAF)



Theresa O'Boyle-Levestam is a trailblazer in Pacific aviation, with over 32 years of experience in the industry. She began her career in 1991 as an Air Traffic Control Assistant and went on to become Fiji's first female licensed Air Traffic Controller in 1996. Her expertise spans Aerodrome, Approach, and Area/Oceanic Control, and she has held various leadership roles in Air Traffic Management, regulatory oversight, and aviation safety. In August 2023, after three years acting in the role, Theresa was appointed as the first female Chief Executive of the Civil Aviation Authority of Fiji (CAAF), marking a significant milestone for the organisation. She holds an MBA in General Management and has undertaken extensive technical and regulatory training in Fiji and abroad.

A respected professional in the aviation sector, Theresa represents CAAF on numerous international, regional, and national civil aviation committees, contributing to efforts that enhance aviation safety and regulatory excellence in Fiji and the Pacific.
