



International Civil Aviation Organization

Secondment opportunity

POSITION INFORMATION

Post Title:	Technical Officer, ANS Performance Measurement	Duration of Secondment:	Three (3) years
Grade Level:	P-4	Deadline for applications:	Until filled
Duty Station:	Lima, Peru	Date for entry on duty:	As soon as possible
Special Notice: The ICAO Assembly recently reaffirmed its commitment to enhancing gender equality and the advancement of women by supporting UN Sustainable Development Goal 5 “Achieve gender equality and empower all women and girls.”			

THE ORGANIZATIONAL SETTING

The South American (SAM) Regional Office in Lima, Perú, is primarily responsible for promoting a safe, secure, efficient, environmentally sustainable, and economically viable aviation, aiming for aviation to be a fundamental instrument for the social and economic development of States of the Region.

To achieve the ICAO vision of the sustainable development of the global civil aviation system, the SAM Office works together with the Member States, in addition to collaborating with various entities and associations, in the development and implementation of the Regional civil aviation Plans, aligned with the Global Plans established by ICAO.

The SAM Office is also responsible for promoting compliance with the ICAO international standards and recommended practices, established by the Convention on International Civil Aviation and related documents, through assistance activities, capacity building, awareness sessions and coordination meetings, for all levels of local authorities and industry. Likewise, the SAM Office acts as the Secretariat of regional and interregional groups, in collaboration with other ICAO Regional Offices, to achieve the strategic objectives established by the Organization.

The current edition of the Global Air Navigation Plan (GANP), Doc 9750, has a performance framework managed under 23 Key Performance Indicators (KPIs), associated to various Aviation System Block Upgrades (ASBUs) elements. The establishment and implementation of methods and technologies to measure and monitor many of these KPIs will demand further Air Navigation Services Providers (ANSP) and State resources. The real capabilities of measuring the advancements and impacts generated by the implementation of the ASBU elements is not clear in many States. Furthermore, the implementation of such performance measuring capabilities will most likely demand a scalable approach, considering the feasibility of measuring these KPIs and their relevance in representing performance improvements.

The SAM RO has been working closely with the Member States to develop their National Air Navigation Plans (N-ANPs), aligned with the GANP framework. Among the main challenges identified, the lack of technology and historical data could hinder the benefits of the strategic six-step method, which greatly depends on monitoring and reviewing the performance, after the implementation of the Air Navigation solutions.

The incumbent will report to the Deputy Regional Director. The responsibilities of the post, as detailed below, focus on the national and regional air navigation framework according to the Global Air Navigation Plan (GANP) Strategy. The incumbent will also carry out additional duties and responsibilities as assigned by the Regional Director and collaborate closely with other Technical Officers in the SAM Office for all ANS-related matters.

MAJOR DUTIES AND RESPONSIBILITIES

Function 1 (incl. Expected results)

Develops mechanisms for, and promotes the effective implementation of the ICAO's Doc 9750 – Global Air Navigation Plan (GANP), employing the performance-based planning methodology, achieving results such as:

- Develop or enhance mechanisms to measure the effective development and implementation of National Air navigation Plan (N-ANP) and Regional Air Navigation Plan (R-ANP) aligned with the GANP.
- Plan, schedule, and follow up on meetings and activities of the GREPECAS, RASG-PA and the concerned SAM Region working groups.
- Draft working papers, reports, presentations, and other material related to the measurement of effective development and implementation of N-ANP and R-ANP aligned with the GANP.
- Monitor the use of the Gap Analysis tool, as required, to determine progress being made by States in development and implementation of N-ANP and identify other actions to further support States.

Function 2 (incl. Expected results)

Develops capabilities to measure and monitor Key Performance Indicators (KPIs), associated with the implementation of Aviation System Block Upgrades (ASBUs) elements, as described in ICAO's Doc 9750 – Global Air Navigation Plan (GANP), achieving results such as:

- Assess the available data and measuring and monitoring capabilities of the Member States, related to the GANP KPIs and performance objectives.
- Develop, based on best practices worldwide, guidelines to measure and monitor the GANP KPIs, as required by N-ANP and R-ANP.
- Develop content and guidance material, as required, to complement the work of the Safety Performance Monitoring working group (SPM WG).
- Act as Secretary to meetings.
- Keep abreast of current civil aviation developments.

Function 3 (incl. Expected results)

Development of a roadmap for each State (according to its needs) on the implementation of the performance framework, based on the assessment and on the identified priorities.

- Collect performance data from States.
- Perform a gap analysis according to performance metrics and indicators.
- Coordinate gap analysis with States.
- Draft a roadmap based on States needs for performance improvement when necessary.

Function 4 (incl. Expected results)

Performs other related duties, as assigned.

QUALIFICATION AND EXPERIENCE

Education

Essential

- A first level university degree in civil aviation, computation, or computer science, or in a related field.

Professional experience

Essential

- A minimum of ten (10) years of experience in professional positions in civil aviation or closely related.

- Experience in addressing aviation issues at national and international level and in conceptualizing, designing, and implementing major information/communication activities and programmes.
- Experience in analyzing and integrating diverse information from varied sources and in producing a variety of information correlated with indicators and objectives.
- Experience in data analysis and computer programming.
- Experience in Air Navigation Systems management processes.

Desirable

- Experience in the use of project management tools, methods, processes, and techniques.
- Experience in team building and developing a collaborative working environment.
- Experience in facilitating/hosting large group meetings.

Languages

Essential

- Fluent reading, writing, and speaking abilities in English and Spanish.

Desirable

- A working knowledge of any other language of the Organization (Arabic, Chinese, French, Russian).

Competencies

Professionalism: Shows pride in work and in achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines, and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

Accountability: Takes ownership of all responsibilities and honours commitments; delivers outputs for which one has responsibility within prescribed time, cost, and quality standards; operates in compliance with organizational regulations and rules; supports subordinates, provides oversight, and takes responsibility for delegated assignments; takes personal responsibility for his/her own shortcomings and those of the work unit, where applicable.

Communication: Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify and exhibits interest in having two-way communication; tailors, language, tone, style, and format to match the audience; demonstrates openness in sharing information and keeping people informed.

Teamwork: Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

Planning and Organizing: Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently.

Judgement/Decision-making: Identifies the key issues in a complex situation, and comes to the heart of the problem quickly; gathers relevant information before making a decision; considers positive and negative impacts of decisions prior to making them; takes decisions with an eye to the impact on others and on the Organization; proposes a course of action or makes a recommendation based on all available information; checks assumptions against facts; determines that the actions proposed will satisfy the expressed and underlying needs for the decision; makes tough decisions when necessary.

MODE OF SECONDMENT

The duration of the secondment is three (03) years, which can be extended for an additional year and thereafter, depending on the need for the subject matter expert. The secondee is expected to work five days per week.

ICAO may avail itself of the services of personnel seconded by governments, other international agencies or educational, scientific, research or other institutions. Seconded personnel are engaged under a Trust Funded or Gratis (detached expert) arrangement, in accordance with terms and conditions stipulated in a Memorandum of Understanding between ICAO and sponsor of the seconded person. During the period of assignment with ICAO the secondee individual will be considered an "Official" of ICAO.

Once engaged by ICAO the seconded individual will be under the sole authority of the Secretary General of ICAO and all relationships with the releasing Government/Agency will be held in abeyance during the period of employment with ICAO.

As detached expert: The individual is detached from the releasing government/Agency but is assigned to work for ICAO.

Trust Fund arrangement: Funds are deposited by the Government/Agency with ICAO for the purpose of engaging personnel normally subject to the stipulations of a Memorandum of Understanding.

NOTICE TO CANDIDATES

ICAO does NOT charge any fees or request money from candidates at any stage of the selection process, nor does it concern itself with bank account details of applicants. Requests of this nature allegedly made on behalf of ICAO are fraudulent and should be disregarded.