### CNS - Communications (Voice and Data)

#### Position Information

<table>
<thead>
<tr>
<th>Current Title</th>
<th>Approved Title</th>
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<tbody>
<tr>
<td>Manager, CNS Communications (Voice and Data)</td>
<td>Manager - CNS Communications (Voice &amp; Data)</td>
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<tr>
<td>Current Classification Level:</td>
<td>Approved Classification Level:</td>
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<tr>
<td>National FISS Salary Grade 1</td>
<td>Grade 1</td>
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<tr>
<td>Position Number:</td>
<td>CCOG</td>
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<td>Cost Centre:</td>
<td>Position classified by:</td>
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<td>Flight Information Services for Somalia</td>
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<tr>
<td>Reports to Position/Grade:</td>
<td>Duty Station:</td>
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<tr>
<td>CNS Expert</td>
<td>Mogadishu</td>
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<tr>
<td>Contract Duration</td>
<td></td>
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<td>One Year</td>
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| Position Type:                       | EGR (yes/no):                                       |
| Budgeted                             | x                                                   |

#### The Organizational Setting

ICAO Technical Cooperation Project for Somalia assists in the provision of air navigation services to ensure safety and efficiency of international air transport operations through and within the airspace of Somalia, Mogadishu Flight Information Region (FIR). The project also provides technical and operational assistance to the extent possible at designated airports in Somalia. The project which is managed under the direction of the Director, Technical Cooperation Bureau will eventually be transferred to the Federal Government of Somalia. The Project is financed from the air navigation charges collected from flights that operate through the Mogadishu airspace.

The Communications, Navigation and Surveillance (CNS) section of the Project headed by a CNS Expert provides technical expertise to support the provision of Air Navigation Services in the Mogadishu FIR.

The Manager CNS, Voice & Data Communications will report to the CNS Expert of the Flight Information Service for Somalia (FISS). S/he will manage the implementation of Voice & Data Communications system projects in accordance with approved Project Work Plan under the guidance of the CNS Expert. S/he will be responsible for the management of activities and develop processes for installation and maintenance of CNS/ATM - Voice & Data Communications facilities, in compliance with Quality Management Systems (QMS) and Safety Management Systems (SMS) provisions.

The incumbent provides operational and technical support, including input on budget for the Voice and Data Communication facilities to the CNS Expert. S/he will supervise the routine operations of Aeronautical Communications to ensure efficient delivery of outputs that support the capacity building objectives of the Project on the assigned areas. S/he will oversee implementation of Aeronautical Communication procedures for the respective Local and International ATS Units, and other units in accordance with ICAO Annex 10 Volume II. The incumbent will collaborate closely with other Departmental Heads at the FISS Project and Civil Aviation Authorities in Somalia in the provision of Technical Services.

#### MAJOR DUTIES AND RESPONSIBILITIES

Function 1 (incl. Expected results)

Contribute to the achievement of the CNS Outputs and Deliverables outlined in the Project Document, achieving results such as:

1. Provide technical input to the CNS Expert to facilitate formulation of policies, programmes, plans, budgets and procedures for installation and maintenance of CNS Voice and Data equipment and facilities in FISS and in Somalia,
in accordance with ICAO SARPs.

2. Oversee implementation of integrated and supportive CNS Voice and Data Communications services to the core business operational functions (Air Navigation Services) and other functions as may be applicable.

3. Coordinate support provided to other departments in the implementation of CNS Voice and Data Communications related areas of their project work plans in accordance with the defined project objectives.

**Function 2 (incl. Expected results)**

Facilitate and manage installation, configuration, testing and commissioning of all procured equipment in accordance with international standards for sustainable reliability, availability, effectiveness and efficiency of equipment at all times to maintain quality services commensurate with class A airspace and provide CNS/ATM technical services to the Project, achieving results such as:

1. Develop processes and manage activities for installation and maintenance of CNS/ATM Voice and Data facilities in compliance with QMS and SMS provisions.
2. Oversee the implementation of CNS Voice and Data Communications contracts during installations, site testing and commissioning as approved by CNS Expert, in compliance with the contract document.
3. Effective coordination with project engineers on project implementation, evaluation and commissioning related to Data and Voice Communications.
4. Integrate ICAO Standards and Recommended Practices (SARPs), SMS, quality control and other technical standards into the procedures manuals in order to ensure compliance with ICAO Annex 10, vol. I, II & V and the relevant ICAO documents and regulatory requirements.
5. Maintain high standards of engineering practice and professionalism incorporating environment protection and energy conservation awareness.

**Function 3 (incl. Expected results)**

Facilitate, manage and ensure adequate, reliable and sustainable technical support for Voice and Data Communications related FISS Air Navigation Programmes and Projects, achieving results such as:

1. Cascade and initiate implementation plans and programs with specific timelines and targets aligned to the planned budgets and resource availability for operation of Voice and Data Communication systems, for review and approval of the CNS Expert.
2. Maintain a system for monitoring of the maintenance, restoration and continued serviceability of Voice and Data Communication facilities, including VHF radios and HF radios.
3. Monitor equipment performance, instituting corrective action and recommending replacement and decommissioning of Voice and Data communication system including ATC automation facilities.
4. Conduct regular reviews and enforce application of station standing instructions.
5. Assess CNS Voice and Data Communications Engineering requirements including spares, estimates of costs; provide budgetary estimates and recommend procurement timelines to be incorporated in the overall Procurement Plan.
6. Follow up on procurement requests and prepare periodic reports as required.
7. Oversee the provision of Aeronautical Fixed and Mobile Services, including compilation and distribution of AFTN statistics.
8. Develop processes to ensure effective management of Aviation Frequency Spectrum and coordination of resolution of RF interference.

**Function 4 (incl. Expected results)**

Coordinate delivery of outputs that support capacity building objectives of the FISS Project on the assigned area achieving results such as:

1. Develop capacity building plans, provide guidance, support, mentor and coach, Voice and Data Communication staff and respective ATS units to ensure adherence to established standards, standards and procedures in accordance with ICAO Annex 10 Volume II.
2. Coordinate implementation of CNS Voice and Data Communications procedures by the respective ATS units, and
other units

**Function 5 (including expected results)**

**Take the lead in planning and organizing all CNS Voice and Data Communications operations, to achieve results such as:**

1. Prepare the CNS Voice and Data Communications operational work plan and budget;
2. Allocate tasks and manage performance;
3. Manage performance of section staff through setting of objectives, conducting periodic reviews and ensuring effective utilisation of staff.

**Function 6 (incl. Expected results)**

**Support the capacity building programme of the Project to enhance technical and proficiency levels of staff under supervision to ICAO standards, achieving results such as:**

1. Identify internal operational gaps and propose training and capacity building programmes for staff under supervision;
2. Develop departmental training schedule and ensure staff assigned fulfil the mandatory training requirements
3. Develop CNS Training programme and materials collaboratively with Aviation Training Specialist / HR Specialist to ICAO standards;
4. Conduct On the Job Training as required;

**Function 7 (incl. Expected results)**

**Manage the maintenance of the CNS/ATM system for an effective, reliable and sustainable CNS/ATM system at all times to support the provision of Air Navigation Services in the Mogadishu FIR achieving results such as:**

1. Develop preventive and corrective maintenance plans, processes and procedures;
2. Develop in coordination with the Procurement Unit processes and procedures for timely procurement of spares
3. Define equipment serviceability indicators in accordance with ICAO guidelines and industry best practices

**Function 8 (incl. Expected results)**

**Perform any other duties, as may be assigned by the CNS Expert so as to:**

1. Effectively support the CNS Expert and the Project in meeting the Project Objectives.

**Impact of the Outcome of the Position**

The CNS Manager, Communications (Voice & Data) manages and facilitates installation, configuration, testing and commissioning of all procured equipment in accordance with international standards for guaranteed sustainable reliability, availability, effectiveness and efficiency of equipment at all times, to maintain quality services commensurate with Class A airspace and provide CNS/ATM technical services to the ICAO standards.

**Work Relations and Contacts**

The incumbent will coordinate with other Departments within FISS and the Civil Aviation Authorities in Somalia in relation to development of Civil Aviation facilities/infrastructure, systems and support services.

The incumbent will provide technical input to CNS/ Navigation & Surveillance systems development including review of Systems, technical specifications, Evaluation of tenders and monitor/supervise implementation of CNS Navigation & Surveillance system in Somalia.
The incumbent will collaborate with Experts in other Departments within FISS, in the development of systems used to support implementation of air navigation capacity and efficiency initiatives. Furthermore, the incumbent works with FISS management in Development of CNS/Navigation & Surveillance systems in meeting the objectives of SOM 14/802 Project Objectives.

Externally, contacts are maintained with Equipment service providers, to monitor and enforce Service Level Agreements to ensure high availability of CNS/Navigation & Surveillance systems in Somalia FIR.

**COMPETENCIES**

**Core 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.

**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.

**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.

**Client Orientation:** Considers all those to whom services are provided to be "clients" and seeks to see things from clients' point of view; establishes and maintains productive partnerships with clients by gaining their trust and respect; identifies clients' needs and matches them to appropriate solutions; monitors on-going developments inside and outside the clients' environment to keep informed and anticipate problems; keeps clients informed of progress or setbacks in projects; meets timeline for delivery of products or services to client.

**Managerial Competencies:**

**Leadership:** Serves as a role model that other people want to follow; empowers others to translate vision into results; is proactive in developing strategies to accomplish objectives; establishes and maintains relationships with a broad range of people to understand needs and gain support; anticipates and resolves conflicts by pursuing mutually agreeable solutions; drives for change and improvement; does not accept the status quo; shows the courage to take unpopular stands.

**Managing Performance:** Delegates the appropriate responsibility, accountability and decision-making authority; makes sure that roles, responsibilities and reporting lines are clear to each staff member; accurately judges the amount of time and resources needed to accomplish a task and matches task to skills; monitors progress against milestones and deadlines; regularly discusses performance and provides feedback and coaching to staff; encourages risk-taking and supports creativity and initiative; actively supports the development and career aspirations of staff; appraises performance fairly.

**Judgment/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.

**QUALIFICATIONS AND EXPERIENCE**

**Education**

**Essential**

1. A minimum of a Bachelor's Degree in Electrical and Electronics Engineering, Telecommunications Engineering or an Aviation related Degree from a recognized University.
2. A Certificate in at least four CNS Equipment Maintenance Courses (Communications - Voice & Data).
4. A registered Professional Engineer with a recognized Engineers' Board.
5. Knowledge and understanding of CNS, Voice and Data Communication systems.
Desirable:

1. Certification in Financial Management and Procurement
2. A Masters’ Degree in Electrical and Electronics Engineering, Telecommunications Engineering and Aviation related discipline.

Professional experience

Essential:

1. Minimum 10 years’ relevant work experience, in a similar role with at least 9 years in a managerial/supervisory role including extensive management experience, preferably in a multi-functional role in ANS or equivalent position.
2. Proven experience in strategic management including planning, goal setting, implementation and evaluation in aviation (ANS) / CNS environment.
3. Exceptional leadership and negotiation skills with proven capacity to deal with local, regional and international organizations.
5. Demonstrable good knowledge of and ability to apply ICAO CNS/ATM Standards and Regulations
6. Demonstrable proficiency in the use of ICT systems including, Microsoft Word, Excel, Access etc.
7. Training in Leadership and Management / supervisory skills;
8. Proven knowledge and experience in application of ICAO CNS/ATM documents and ICAO global planning mechanism.
9. Project Management certification and experience in implementation of CNS Voice and Data equipment and Services;
10. Proven experience in implementation of Safety Management System.
11. Extensive experience in Voice and Data Communications systems and interface with Air Traffic Services and ability to effectively support the services.

Desirable

1. At least five (5) years’ hands on experience working at the level of Chief, CNS Engineering.
2. Knowledge and understanding of Navigation and Surveillance systems in ANS.

Languages

Essential

Fluency in reading, writing and speaking English language.

Desirable

Working knowledge of a second language of the United Nations Organization (Arabic, Chinese, French, Russian, or Spanish) as well as Somali language.

How To Apply

The successful candidate will be a counterpart to the International Expert who will help build the incumbent’s capacity to transition to Somalia and provide appropriate support services in the Air Navigation Services organization for Mogadishu Flight Information Region in Somalia. Qualified Somali nationals meeting the requirements are therefore particularly encouraged to apply.

Interested candidates who are Somali Nationals meeting these qualifications are requested to submit their applications together with detailed curriculum vitae, copies of academic certificates, a valid driver’s license, certificate of good conduct, names and telephone contacts of three references under confidential cover quoting on the envelope the Vacancy Announcement Number and the job title to:

- Project Coordinator, ICAO FISS Project, P O Box 46294-00100, Nairobi or;
- Drop in a box at the reception of ICAO FISS Project Office at ICAO House, UN Crescent off UN Avenue, Gigiri, and
Nairobi.

• or email applications to: icao.somalia@icao.unon.org

Closing date of application: 28 November, 2017

NB: Applications received later than the deadline will not be short-listed. Only shortlisted candidates will be contacted.