Position Description

Title	Senior Technology Test Specialist
Technology Group	
Locations:	Christchurch (National role)
Reports to:	Technology Test Team Lead
Direct Reports:	N/A
Indirect Reports:	N/A
Date:	September 2026

Overview

Our people manage New Zealand's 30 million square kms of airspace, providing air traffic control, surveillance, communication, flight inspection, mapping and airspace design services. We work with government, regulatory authorities, airlines, airports and the general aviation community to ensure pilots, passengers and goods reach their destination - safely. At Airways, our values underpin all that we do. We value Safety, One Airways, Excellence and Success in all that we do.

Our organisation is made up of operational business groups that are supported by governance and corporate services functions. To learn more about our people and organisational structure, check out www.airways.co.nz/about.

Business Unit Purpose

The Technology Group is responsible for designing, deploying, and maintaining the infrastructure that enables Airways to deliver its Air Traffic Management services nationally and within our Pacific FIR. Airways technical assets are spread widely across the country and form a resilient mission critical infrastructure of national significance. Systems are often located in areas that are remote.

Purpose of the Position

The Technology Group is continuing to mature its testing practices and embed consistent testing practices in the way we deliver technology. The Senior Technology Test Specialist plays a pivotal role in this journey by providing specialist testing expertise that enables informed quality decisions and supports the safe delivery of technology change.

Working independently under the leadership of the Technology Test Team Lead, the Senior Technology Test Specialist partners with engineers, project teams, and user representatives to identify quality risks and develop right-sized testing approaches across hardware, software, networking projects.

The role is expected to work alongside our technical teams in designing, planning, coordinating, and executing testing activities that provide confidence that solutions meet defined requirements and fit for operational use. Through risk-based testing, traceability, and evidence-based reporting, the Senior Technology Test Specialist supports project delivery, regulatory compliance, and the ongoing assurance of Airways' safety- and mission-critical systems.

In addition to project delivery responsibilities, the Senior Technology Test Specialist will contribute to the continuous improvements of Airways' testing practices.

By collaborating closely with project teams, technical specialists, and subject matter experts, the Senior Technology Test Specialist ensures testing activities are appropriately aligned to risks and objectives, ultimately contributing to the reliability, resilience, and safety of Airways' mission-critical operations.

Airways operates within a regulated environment and this role will work with our regulator.

General

Your general duties include those outlined in this position description and may be reviewed and updated from time to time in consultation with you. You will also be required to undertake any other duties that are within your ability to perform, if asked to do so.

Key Areas of Accountability	
Leadership	▸ Promote the vision of the organisation and represent Airways professionally and enthusiastically, both internally and externally. ▸ Lead by example and set the standard for professional behaviour and excellent work habits that support a positive, performance-based environment. ▸ Display discretion and confidentiality in all matters that require it. ▸ Educating and supporting the business units on developing good practice testing philosophy and test outcomes.
Stakeholder Relationships	▸ Work under the leadership of the Technology Test Team Lead in delivering testing outcomes, aligned with the maturing test framework and standards.

	▸ Partner with engineers, project teams, user-representatives, taking the collective and holistic points of view into identifying quality risks and planning the mitigation of these. ▸ Build professional relationships at all levels to foster collaborative working. ▸ Support compliance activities by ensuring testing meets regulatory standards and reporting requirements.
Testing	▸ Develop a working understanding of the Airways Systems, including each systems integration and interactions with each other. ▸ Provide specialist test expertise in creating and implementing effective and right-sized test plans and strategies that mitigate quality risks through testing. ▸ Manage and coordinate test activities, if required by projects, in agreement with the Project Engineer and Technology Test Team Lead. ▸ Conduct test activities in line with the Airways Technology Information and Testing frameworks. ▸ Analyse test bases, design and implement re-usable and prioritised test suites and ensure adequate coverage for functional and non-functional requirements. ▸ Execute tests and accurately record test results, log issues, and ensure timely resolution while maintaining clear and accurate documentation. ▸ Demonstrate end-to-end traceability between requirements, test cases, test results, issues and residual risks. ▸ Support a model that enables timely and accurate reporting of test status, both pre and post deployment. ▸ Clearly convey test outcomes, findings, risks to Managers and relevant stakeholders to support informed decision-making. ▸ Support the identification, assessment, and management of testing-related risks within Airways' Risk Evaluation Framework ▸ Support audits and regulatory compliance by providing evidence through testing. ▸ Review and provide feedback on team deliverables to maintain quality standards. ▸ Work closely and collaboratively with the project teams to meet the testing objectives.

Project Management	▸ Support project management and related Airways activities. ▸ Assist projects with the creation of project estimates, schedules, and work breakdown structures. ▸ Work cross functionally within our organisation to deliver projects as needed.
Continuous Improvement	▸ Provide feedback on issues, gaps, or opportunities for improvement in the testing framework and processes. ▸ Contribute insights during the development and refinement of testing frameworks, ensuring practical applicability and continuous improvement. ▸ Drive a focus on continuous improvement through simplification, automation and innovation in Airways' testing procedures and processes. ▸ Champion continuous improvement and wide acceptance of our test philosophy and the unified test environment. ▸ Identify opportunities for test automation and contribute to planning its implementation.
Self-Development	▸ Monitors own performance and seeks development opportunities to improve performance. ▸ Implements agreed development plans within agreed timeframes.
Health & Safety	▸ Responsible for proactively demonstrating Airways Safety value - it's at the heart of everything we do. ▸ Responsible for operating role in a safe manner and striving for continuous improvement in health & safety throughout the business. ▸ Responsible for ensuring Airways security is maintained at all times. ▸ Accountable for proactively raising health or safety issues in line with Airways safety management systems and participating in position related health & safety training.
Travel Requirement	▸ Work may be required in other locations within NZ/internationally to perform the duties of the role.
Budget	▸ Responsible for managing a budget of $NIL.
Financial Delegation	▸ Delegated financial authority for Capital Expenditure of $NIL. ▸ Delegated financial authority for Operational Expenditure of $NIL.

Contractual Delegation	▸ Signing Authority to a limit of $NIL.
Legislative Owner	▸ NIL

Key Relationships / Customers	Nature of Relationship
Internal	
Technology Test Team Lead	Report to.
Manager National Operations & Maintenance	Advise and work collaboratively.
Technology Management Team	Advise and work collaboratively.
Engineering, technical and support specialist teams	Work collaboratively to deliver the means to test systems both developed internally and also from vendors.
Safety and Assurance Teams	Work collaboratively with to fulfil 3LoD capability.
Airways people, managers, and organisational leaders	Work collaboratively.
External	
Contracted Testing Resources	Work collaboratively.

Formal Qualifications / Training / Experience	Required	Desirable
Relevant Tertiary qualification in relevant field.	✓	
10 years+ in testing, quality assurance, or test management roles.	✓	
Demonstrated experience across the full testing lifecycle, including planning, analysis, design, execution, reporting, and closure activities.	✓	
Proven experience leading and coordinating testing activities within complex projects or programmes.	✓	
Experience managing testing deliverables, stakeholders, risks, issues, and dependencies.	✓	

Experience working and maintaining relationships in multidisciplinary teams and engaging with business and technical stakeholders.	✓	
Computer networking knowledge - Understanding of Layer 2 and Layer 3 networking protocols.		✓
Experience in creating test automation frameworks.		✓
Experience in automating tests on cyber-physical systems.		✓
Experience in leading or implementing performance tests.		✓
ISTQB Foundations certified.	✓	
Demonstrated ability to interpret complex information.	✓	
Experience in using test management and defect management tools – Jira and popular test management plug-ins (Xray, Zephyr, QMetry); Azure DevOps; etc.	✓	
Knowledge of the aviation industry especially from a test perspective.		✓

Key Competencies / Skills / Knowledge	Required	Desirable
Strong knowledge of testing principles, methodologies, and industry best practices.	✓	
Sound understanding of risk-based testing, requirements traceability, and defect management.	✓	
Knowledgeable in system engineering life cycle processes.		✓
Self-motivated, able to work to tight deadlines in a fast-paced environment, whilst not compromising quality.	✓	
Excellent attention to detail and ability to problem-solve.	✓	
Excellent working knowledge of SharePoint 365 and proficient MS Office skills.	✓	
Skilled in assessing and understanding the broad context of an issue to draw conclusions or provide recommendations.	✓	
Able to accurately interpret complex information and data and tailor information to meet the needs of different stakeholders.	✓	

Our Values - Demonstrates the Airways Values consistently and naturally, showing a personal commitment to value Safety, One Airways, Excellence and Success; consistently exhibits behaviours that inspire understanding of and commitment to these values.	✓	
Quality Focused - Thoroughly checks own work against standards, designs or specifications; tests in detail all functionality before releasing systems; uses knowledge of the whole system to test all potential impacts and to verify final outcome; designs or uses tests which check changes made.	✓	
Planned & Organised – Develops realistic plans to ensure deadlines are met; ensures all resources available to implement the plan; continually reprioritises as new work comes in, based on criteria and information from the customer; works on a number of job simultaneously without any dropping off.	✓	
Collecting and Analysing Information: Seeks data from manuals, logs, tests and inspections or experienced people when researching problems; balances risk and competing factors when considering actions; uses knowledge of component, system and business needs to make decisions; takes information in quickly and uses it accurately.	✓	
Problem Solving - Seeks out the data required; identifies discrepancies in data and is meticulous in generating hypotheses that incorporate all the symptoms; is tenacious when faced with difficult problems maintaining a systematic and logical approach; appreciates there are always a number of solutions to problems and thinks laterally to identify these.	✓	
Accountable - Decisions and is accountable; consults with people; accesses information and analyses facts from a broad viewpoint; balances the needs of stakeholder triangle; has confidence in decisions; identifies core principles and applies them consistently to decisions.	✓	
Communication - Communicates openly and honestly, explaining reasons in a prompt and timely way that people understand and find relevant to their position; is clear and concise, seeking to be understood; anticipates needs of audience and adapts style and communication methods using face to face for difficult issues; listens and seeks to understand other points of view, understands body language; is relentless on what is important, demonstrating enthusiasm and conviction.	✓	

Key Behaviours – Leading Self			Required
Put Our People First	Lead and Engage Authentically	**Coaches and develops others:** Helps others in day-to-day tasks and promotes a One Airways approach by sharing knowledge with others **Fosters trust, safety, and inclusion**: Treats others with respect and values diverse perspectives **Celebrates the success and achievements of others**: Congratulates peers on their success	✓
Serve all Airspace users	Safety Focused Thinking	**Operates with a safety-led mindset**: Takes personal accountability for the safety of themselves and those around them, and proposes new ideas to improve safety **Applies a customer-centric lens:** Understands the needs of relevant customers and stakeholders	✓
Unlock Future Growth	Innovation & Results Driven	**Focuses on growth, financial performance, and drives innovation:** Focuses on growth and financial impacts and looks for innovative solutions **Considers future needs when making decisions:** Understands future objectives and needs **Strives for excellence in performance:** Completes day to day tasks at a high quality	✓
Support Sustainable Aviation	Sustainability Champion	**Promotes sustainability and champions sustainable practices:** Champions Airways commitment to sustainability **Embeds and improves sustainable practices:** Adopts sustainable practices and proposes ideas for incorporating sustainability into existing processes	✓

Our values underpin everything we do



We are **safe**

Safety is at the forefront of everything we do. We are committed to the safety of our people, operations and the communities we serve.

We strive for **excellence**

We deliver our best work each and every day, and look for ways to continue to improve what we do

We are **One Airways**

We all have our own areas of expertise and by working together, collaborating and sharing knowledge, we achieve our aspiration

We celebrate **success**

We recognise our people's achievements, big and small, and celebrate our successes