



Position Description

Title	Software Engineer
Air Traffic Services Development	
Locations:	Christchurch
Reports to:	Software Team Leader
Direct Reports:	NIL
Indirect Reports:	NIL
Date:	August 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 Air Traffic Services Development (ATSD) unit sets the requirements for, architects, designs, develops, tests, deploys, and maintains New Zealand's Air Traffic Management systems and Aeronautical Information Systems provided within New Zealand airspace.

Purpose of the Position

A specialist software engineer analyses, designs, codes, tests, and documents real-time life-critical software linked to the national Air Traffic Management system, to required functional, performance, and quality standards.

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	▶ Work cooperatively with team members and stakeholders, influencing and leading by example. ▶ Consistently demonstrate Airways values, support change initiatives and ensure a customer focused approach in all activity.
Software Development	▶ Thoroughly master the methodology, technical detail, and operational use of your assigned part of the system. ▶ Research, analyse; size; design; build; document; test and install fixes; enhancements and new systems or sub-systems as authorised by the Team Leader. ▶ Ensure that best practice is adhered to and where possible, suggest continuous improvements. ▶ Ensure that a thorough understanding is maintained to enable effective support on appropriate operational systems.
Software Team Standards	▶ Do not introduce any critical problems into the system ▶ Assume responsibility for all delivered defects. ▶ Consistently and systematically work to minimise the introduction of defects in all work delivered. ▶ Fully test and document all work for which the engineer is responsible. ▶ Conform in detail to the team standards, configuration control and Quality Assurance mechanisms, and positively participate in improvement of processes and standards.
Stakeholder Management	▶ Liaise with air traffic controllers and flight service staff, technicians, training staff, and supervisory staff, in the spirit that these are the customers for which the Air Traffic Management (ATM) system and associated Aeronautical Information Management systems exists. ▶ Liaise with other technical teams, and technical managers, in a spirit of cooperation, cheerfulness and professionalism.
Personal Development	▶ Monitor own performance and seeks development opportunities to improve one's knowledge, skills, competencies and abilities. ▶ Implement agreed development plans within agreed timeframes. ▶ Be unfailingly co-operative in providing information, assistance, and support to other team members.

Health & Safety	▶ Responsible for proactively working in compliance with Airways Safety values for physical and emotional health. ▶ Responsible for proactively ensuring the software delivered to the Aeronautical Information Management systems and Air Traffic Management systems is stable and effective. ▶ Responsible for ensuring Airways physical and cyber security is always maintained. ▶ 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. ▶ Travel may be required to attend internal or external courses.
Budget	▶ Responsible for managing an <u>opex</u> budget of \$NIL.
Financial Delegation	▶ Delegated financial authority for <u>capex business cases</u> \$NIL. ▶ Delegated financial authority for <u>transactional expenditure</u> of \$NIL.
Contractual Delegation	▶ Signing Authority to a limit of \$NIL. ▶ Please refer to Delegated Financial Authority Policy for further information.
Legislative Owner	▶ NIL.
Safety Sensitive	▶ Yes.

Key Relationships / Customers	Nature of Relationship
Internal	
Software Engineers	Liaise with air traffic controllers, Air Traffic Support Service staff, flight service staff, technicians, training staff, and supervisory staff, in the spirit that these are the customers for which the Air Traffic Management (ATM) system and Aeronautical Information Management systems exists.
External	
Manufacturers	Work cooperatively and sympathetically with partner organisation engineers.

Contractors/Vendors	Liaise cooperatively with vendor organisations and people.
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Formal Qualifications / Training / Experience	Required	Desirable
Honours or master's degree in Computer Science or Software Engineering, or a related degree with demonstratable equivalent experience.	✓	
2 years or more experience working in software development in a stable team in a formal development environment.	✓	
Experience in Java and equivalent languages.	✓	
Experience in the use of Java Script frameworks, e.g. Angular.		✓
Experience in development of web-based applications, APIs etc.		✓
Experience in SQL (e.g. PostgreSQL, MS SQL Server).	✓	
Experience in the development and usage of automated testing.		✓
Experience in working on distributed computer systems.		✓
Experience in Linux and Ansible, and applying security including SE Linux.		✓
Experience in Git and Gerrit, Redmine, and Jenkins, or equivalent Quality Assurance tools.		✓
A proven record of designing and producing high quality and robust software.	✓	
Proven trouble shooting and problem-solving ability.	✓	
Experience in real-time, mission critical systems.		✓

Key Competencies / Skills / Knowledge	Required	Desirable
Customer & Partnership Focused - Liaise with Air Traffic controllers, Air Traffic Support Service staff, Flight Service staff, technicians, training staff, and supervisory staff, in the spirit that these are the customers for which the Air Traffic Management and Aeronautical Information Management systems exists. Work cooperatively and sympathetically with partner organisation engineers.	✓	

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 jobs simultaneously without any dropping off.	✓	
Dealing with pressure - Adaptable and resilient, capable of maintaining a flexible, professional work ethic with a sense of humour over a long term. Copes with complex problems calmly; maintains a good rapport with people in stressful situations; handles issues and problems as they arise; is calm even under difficult circumstances; takes time to think problems through.	✓	
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.	✓	
Decision Making - Thoroughly considers alternatives generated; makes decisions that are safe, balancing trade-offs on requirements, costs, and timeliness; seeks feedback from customers on designs, specifications, and options; deals with complex information quickly and accurately.	✓	
Oral Communication - Facilitates two-way communication through adapting style of communication to the audience; is diplomatic, providing reassurance where there is uncertainty; keeps people in the loop; takes the time to demonstrate how things will work to increase buy in to solutions being proposed; Makes sure people know what is expected of them; clarifies roles; gets buy-in to who is doing what	✓	
Written Communication - Produces thorough proposals, procedure manuals and plans; ensures users' needs are met; clear and precise; tidies up all the documentation at the end of projects.	✓	
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.

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