

# ISLAND

## AVIATION SERVICES LIMITED



maldivian

Ref No: IAS/MIS/2025/2547

Date: 24<sup>th</sup> November 2025

### TERMS OF REFERENCE

Position Name	Network Planning & Scheduling Lead
Job Reference no	JA/2025/133
Reports to	General Manager, International (Commercial)
Work location/ Department	Corporate Head Office
Contract Period	02 Year
Job Description	<ul style="list-style-type: none"> <li>The Lead – International Network Planning &amp; Scheduling is responsible for the strategic development, optimization, and performance of the airline's international route network. The role focuses on designing commercially competitive schedules, evaluating new overseas market opportunities, managing international slot portfolios, and ensuring the commercial viability of all international operations.</li> <li>The role requires strong analytical capability, deep understanding of international aviation markets, and the ability to balance commercial, regulatory, and operational requirements when shaping the airline's international footprint.</li> </ul>
Key Responsibilities	<p><b>International Network Strategy</b></p> <ul style="list-style-type: none"> <li>Identify, evaluate, and prioritize new international route opportunities by assessing passenger demand flows, bilateral air services agreements, competitive capacity, tourism trends, and macro-market dynamics.</li> <li>Develop long-term international network strategy, including expansion targets, connectivity goals, and multi-year capacity and frequency plans.</li> <li>Analyze international passenger traffic flows using MIDT, GDS, OAG, Cirium, and other industry sources to build data-driven proposals.</li> </ul> <p><b>Route Development &amp; Business Cases</b></p> <ul style="list-style-type: none"> <li>Build comprehensive international business cases covering demand forecasts, revenue projections, cost modelling, RASK/CASK/Contribution analysis, and competitive benchmarking.</li> <li>Conduct catchment analyses for international markets, focusing on point-to-point, transit traffic, and regional connectivity opportunities.</li> <li>Present route proposals and strategic recommendations to senior management for approval.</li> </ul> <p><b>International Schedule Planning</b></p> <ul style="list-style-type: none"> <li>Design and optimize seasonal international schedules (Summer/Winter IATA seasons), ensuring alignment with commercial peak periods, onward connections, and operational feasibility.</li> </ul>

	<ul style="list-style-type: none"> <li>Plan international flight timings, aircraft routing, rotations, turnaround times, and maintenance compliance by coordinating with Flight Ops, Quality and Engineering.</li> <li>Optimize block-hours, aircraft utilization, and connection windows at VIA.</li> </ul> <p><b>Slot Management &amp; Regulatory Coordination</b></p> <ul style="list-style-type: none"> <li>Manage slot applications, coordination, and negotiations for international airports in compliance with IATA Worldwide Slot Guidelines (WSG).</li> <li>Work with foreign aviation authorities, airport coordinators, slot facilitators, and regulatory bodies to secure slots and operating permissions.</li> <li>Track changes in bilateral agreements, travel restrictions, and regulatory frameworks affecting international expansion.</li> </ul> <p><b>International Performance Monitoring</b></p> <ul style="list-style-type: none"> <li>Continuously track the commercial performance of international routes using KPIs such as LF, Yield, RASK, PRASK, Contribution Margin, Market Share, and Competitor Capacity.</li> <li>Evaluate international schedule efficiency, identify opportunities for frequency changes, timing shifts, aircraft swaps, seasonality adjustments, or temporary suspensions.</li> <li>Recommend corrective actions for underperforming international markets and propose redevelopment strategies.</li> </ul> <p><b>Cross-Functional Leadership</b></p> <ul style="list-style-type: none"> <li>Lead internal coordination for new international route launches, including commercial, operational, ground handling, cargo, legal, and regulatory teams.</li> <li>Support Marketing &amp; Sales on international route strategies, pricing considerations, and target markets.</li> <li>Build and maintain strong relationships with international airports, tourism boards, global partners, and state authorities.</li> </ul>
Requirements	<ul style="list-style-type: none"> <li>Master's in Business Management / Aviation Management or related field with minimum 06 years of work experience in a managerial role within an international airline.</li> </ul> <p>OR</p> <ul style="list-style-type: none"> <li>Bachelor's Degree in Business Management / Aviation Management or related field with minimum 08 years of work experience in managerial role within an international airline.</li> </ul> <p>AND</p> <ul style="list-style-type: none"> <li>Proven experience in international network planning, route evaluation, and scheduling in an airline.</li> </ul>

	<ul style="list-style-type: none"> <li>▪ Strong understanding of global aviation markets, competitor strategies, bilateral rights, slot constraints, tourism flows, and long-term market evolution.</li> <li>▪ Proficiency with international network tools such as OAG, Cirium, SRS Analyzer, MIDT, Sabre Market Intelligence, or aviation forecasting models.</li> <li>▪ Experience in securing and managing international airport slots, regulatory approvals, and seasonal schedule submissions.</li> <li>▪ Excellent analytical, forecasting, and quantitative modelling ability.</li> <li>▪ Strong understanding of aircraft performance, international turnaround standards, crew feasibility, and operational constraints.</li> <li>▪ Ability to manage complex multi-stakeholder projects across borders.</li> <li>▪ Excellent written and verbal communication skills with a strategic mindset.</li> </ul>
Competencies	<ul style="list-style-type: none"> <li>▪ Strong commercial and strategic thinking aligned with international growth.</li> <li>▪ High attention to detail, analytical rigour, and structured planning skills.</li> <li>▪ Confident negotiator with strong external relationship-building capability.</li> <li>▪ Ability to thrive under pressure, meet tight IATA timeline cycles, and adapt to market shifts.</li> <li>▪ Proactive, self-driven, and able to lead initiatives independently.</li> </ul>
Salary and Benefits	<ul style="list-style-type: none"> <li>▪ Competitive salary with health care benefits and travel perks according to Company policy.</li> </ul>
Deadline	<ul style="list-style-type: none"> <li>▪ 15<sup>th</sup> January 2026</li> </ul>
Interview and selection	<ul style="list-style-type: none"> <li>▪ Only shortlisted candidates will be called for the interview</li> </ul>
How to apply	<ul style="list-style-type: none"> <li>▪ Interested candidates may apply through our online job portal by visiting Maldivian website (careers.maldivian.aero).</li> <li>▪ Educational certificates acquired from overseas institutions must be accredited by MQA.</li> <li>▪ Applications with inaccurate information, which do not meet the above requirements and which are incomplete will be disqualified.</li> </ul>