TERMS OF REFERENCE

Position Name	Network & Route Development Specialist
Job Reference no	JA/2025/69
Reports to	Chief Commercial Officer
Work location/ Department	Corporate Head Office / Commercial Division
Contract Period	02 Year
Job Description	▪ The Network & Route Development Specialist is responsible for identifying, developing, and executing new international route opportunities aligned with the airline's growth, network expansion, and revenue objectives. ▪ The role will conduct detailed market research, forecast demand, build business cases, manage network planning activities, and ensure the commercial success of new routes through effective launch and performance monitoring ▪ The selected candidate will play a key role in shaping the future network and must demonstrate proven success in international route development within a dynamic airline environment.
Key Responsibilities	▪ Identify, evaluate, and prioritize new international route opportunities based on passenger demand, revenue potential, and strategic alignment. ▪ Conduct detailed market research, passenger traffic forecasts, competitive benchmarking, and catchment area analysis using industry-standard tools. ▪ Develop comprehensive business cases including revenue projections, operating cost models, and risk assessments to support executive decision-making. ▪ Build and maintain strong relationships with airports, tourism boards, government authorities, and industry partners to support route success. ▪ Coordinate with commercial, operational, and regulatory teams to ensure seamless route approvals, scheduling, and operational readiness. ▪ Lead the planning and execution of new route launches, ensuring coordinated commercial, marketing, and operational support. ▪ Monitor route performance using key indicators (load factor, yield, contribution margin, RASK, CASK) and recommend tactical and strategic adjustments. ▪ Continuously optimize the network by proposing frequency adjustments, schedule refinements, and potential network synergies. ▪ Mentor and support the development of network planning capabilities within the airline, building a strong foundation for future growth.

Requirements	▪ 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. OR ▪ 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. AND ▪ Proven success in launching and sustaining profitable international routes. ▪ Expertise in airline network planning, traffic forecasting, and route profitability analysis. ▪ Proficiency in the use of airline network and market analysis tools. ▪ Strong project management experience leading cross-functional route launch teams. ▪ Deep understanding of airline scheduling, slot management, regulatory frameworks, and aviation partnership development
Competencies	▪ Strong commercial acumen with a data-driven and results-oriented mindset. ▪ High-level analytical and forecasting skills with attention to detail. ▪ Strategic thinking and long-term visioning capabilities. ▪ Strong interpersonal and negotiation skills to build strategic external partnerships. ▪ Ability to lead multi-stakeholder projects under tight deadlines. ▪ Excellent communication skills, both written and verbal. ▪ Self-motivated, proactive, and entrepreneurial spirit.
Salary and Benefits	▪ Competitive salary with health care benefits and travel perks according to Company policy.
Deadline	▪ 19th June 2025
Interview and selection	▪ Only shortlisted candidates will be called for the interview
How to apply	▪ Interested candidates may apply through our online job portal by visiting Maldivian website (careers.maldivian.aero). ▪ Educational certificates acquired from overseas institutions must be accredited by MQA. ▪ Applications with inaccurate information, which do not meet the above requirements and which are incomplete will be disqualified.