







# ZINAW SHIFERAW MEKONNEN

 Silver Spring, MD, United States  
 +1 (240) 425-2343 | +1 (240) 482-6848  
 WhatsApp: +1 (240) 425-2343  
 [Zinshol@hotmail.com](mailto:Zinshol@hotmail.com)  
 [LinkedIn](#)  
 [www.zesky.net](http://www.zesky.net)

## PROFESSIONAL SUMMARY

Results-driven **Aviation Engineer** and **Strategic Leader** with over 16 years of experience in **avionics systems engineering, maintenance planning, airworthiness compliance, maintenance program development, and aircraft lease and transition management** across global carriers including **Ethiopian Airlines, Etihad Airways, and Jazeera Airways**.

Demonstrated success in **Continuing Airworthiness Management Organization (CAMO)** operations, **Maintenance, Repair, and Overhaul (MRO)** management, and **fleet reliability analysis**, consistently improving safety, efficiency, and regulatory alignment. Delivered over **\$26 million in cost savings** through lease negotiation, digital transformation, and operational optimization initiatives.

Led complex cross-functional programs such as **fleet-wide avionics retrofits, connectivity upgrades, aircraft transfers, redeliveries, and European Union Aviation Safety Agency (EASA) certifications**, ensuring **on-time and budget-compliant delivery**.

Expert in **EASA Part-M / Part-CAMO, Federal Aviation Administration (FAA) 14 CFR Part 43 and 91, International Civil Aviation Organization (ICAO) standards, and regulatory audits**. Skilled in **reliability engineering, data-driven maintenance planning, technical records auditing, and quality assurance systems**.

Proficient in **project/program management** (Microsoft Project, Lean methodologies), and advanced **data analytics** using **Airbus Skywise, Tableau, and Power BI** to drive evidence-based decision-making.

Currently seeking **senior leadership** or **subject matter expert** roles in **avionics systems engineering, maintenance planning, maintenance program development, reliability analysis, project management, or quality assurance**, with a mission to enhance **regulatory compliance, technical excellence, and operational performance** in the aviation industry.

## CORE COMPETENCIES

- **Avionics Systems Engineering:** Integration, modification, troubleshooting, STC & OEM coordination
- **Maintenance Planning & Program Development:** AMP creation, MSG-3 analysis, escalation planning
- **Continuing Airworthiness & CAMO Operations:** EASA Part-M / Part-CAMO, FAA Part 43/91 compliance
- **Aircraft Leasing & Transitions:** Lease management, EIS, aircraft redelivery, mid-/end-of-lease audits
- **Fleet Reliability & Performance Monitoring:** Reliability analysis, trend monitoring, defect management
- **Quality Assurance & Regulatory Compliance:** Audit readiness, ICAO, FAA, EASA, Kuwait DGCA
- **MRO & Tech Records Management:** Maintenance coordination, technical documentation, digital records
- **Project & Program Management:** Microsoft Project, Lean Six Sigma, cross-functional leadership
- **Data Analytics for Engineering:** Airbus Skywise, Tableau, Microsoft Power BI, root cause analysis.
- **Strategic Planning & Cost Optimization:** Process automation, vendor negotiation, performance KPIs.
- **Digital Innovation & Automation:** Web dashboard prototyping, digital record tools, workflow enhancement.

## TECHNICAL & DIGITAL TOOLS (SUPPORTING AVIATION ENGINEERING & MRO/CAMO OPTIMIZATION)

*Leveraging technology to enhance operational performance, regulatory compliance, and workflow efficiency.*

### Aviation Systems & Tools

- CAMO Management Systems: Maintenix, AMOS, SAP, OASES
- Engineering Support: AMP Creation, OEM Coordination, Reliability Dashboards
- MRO ERP Integration & Maintenance Planning Tools

### Data Analytics & Project Management

- Microsoft Project, Excel (VBA, PivotTables)
- Tableau, Power BI, Airbus Skywise
- Lean Analysis Tools: Pareto Charts, FMEA (Failure Mode Effects Analysis), RCA (Root Cause Analysis)

## Process Automation & Custom Tool Development

- **Languages & Frameworks:** JavaScript (ES6+), Node.js, Express.js, HTML5, CSS3/SCSS, Bootstrap, Tailwind, React (basic)
- **Databases & APIs:** MySQL, MongoDB, REST APIs, CRUD Operations
- **Dev Tools & Deployment:** Git, GitHub, Postman, Netlify, Render, cPanel, Stripe Integration
- **UI/UX Libraries:** Select2, Luxon, Modular CSS, Responsive Design Patterns

## EMPLOYMENT OUTLINE

### Oct 2023 – Oct 2024: Jazeera Airways – Kuwait City, Kuwait Senior Manager Aircraft Maintenance Planning

#### Key Deliverables:

- Led the development and execution of short- and long-term maintenance plans, ensuring operational excellence for a diverse aircraft fleet.
- Served as CAMO Postholder, ensuring compliance with Kuwait DGCA regulations and international aviation standards.
- Aligned work packages with AMP and AMM guidelines, optimizing aircraft availability and minimizing downtime.
- Implemented rapid rectification plans for Time-Limited Deferred Defect List (TLDDL) items to maintain operational readiness.
- Collaborated with Production Planning and MROs to secure skilled manpower and ensure smooth maintenance operations.
- Managed maintenance costs and turnaround time (TAT), optimizing both without compromising quality.
- Developed maintenance systems to streamline package creation for light checks, base checks, and End of Lease (EOL) checks.
- Enhanced the technical procedure handbook (TPH), improving efficiency and adherence to industry standards.
- Mitigated human factor issues in maintenance planning by designing comprehensive checklists.
- Facilitated the integration of new aircraft into the maintenance program and MRO ERP system for seamless operations.
- Maintained a 100% compliance record through proactive audits and regulatory adherence.
- Led a team of 10+ professionals, fostering a culture of safety, quality, and continuous improvement.

### **Key Achievements:**

- Transformed the maintenance section from reactive to proactive operations through streamlined processes, checklists, and mentoring programs.
- Increased planning efficiency from 85% to 90-95%, significantly enhancing aircraft availability for airline operations.
- Developed software solutions for error-free maintenance package creation, reducing unnecessary aircraft grounding.
- Created EOL package generation software, cutting preparation time from two days to one hour.
- Acted as Kuwaiti DGCA-approved CAMO Postholder, overseeing planning functions and ensuring compliance with DGCA KSARs and other regulations.

**Feb 2023 – Aug 2023: Etihad Airways – Abu Dhabi, UAE**

**Senior Manager Aircraft Technical Lease Management & Transfers**

### **Key Deliverables:**

- Managed the complete lifecycle of aircraft leasing and transfers, from inception to signing agreements and leases.
- Oversaw all formalities to ensure smooth leasing and transfer completion, providing support in LOI and lease agreement reviews, focusing on operational, maintenance standards, delivery/return conditions, and risk mitigation.
- Conducted timely pre-purchase inspections and lease term audits, building strong relationships with lessee technical departments.
- Coordinated on-time aircraft deliveries/redeliveries, minimizing downtime and maximizing marketability while adhering to budgets and maintaining positive relationships with lessees and next customers.
- Reviewed lessee modification requests, evaluating their impact on airworthiness, asset value, and global transferability.
- Managed aircraft transfer or phase-out projects, ensuring smooth transitions throughout the fleet lifecycle.
- Ensured compliance with regulatory and lease conditions, developing and maintaining a robust lease technical negotiation and monitoring process with regular reporting.
- Handled all airline lease aircraft agreements, overseeing the documentation from LOI/MOU to primary lease/sale agreements and negotiating with lessors/buyers.
- Played a key role in managing lease requirements and configurations during engine, landing gear, and APU shop visits, working closely with the airline CAMO team.

- Facilitated the formulation, execution, and maintenance of lease return programs, ensuring financial feasibility and on-schedule redelivery procedures throughout the aircraft lifecycle.
- Evaluated technical and final acceptance of phased-out or transferred aircraft to ensure readiness for the next phase.
- Led a high-performing team of 10+ aviation professionals, driving the success of various group projects.

#### **Key Achievements:**

- Successfully executed and drove over 7 aircraft transfer projects, ensuring timely completion and compliance with all regulatory requirements.
- Authored and gained approval for a department reorganization proposal, enhancing operational efficiency.
- Negotiated agreement changes for 20 A321LR aircraft, resulting in significant operational cost savings.
- Successfully transferred 4 aircraft to respective Lessors/Buyers, ensuring smooth transitions and compliance with all contractual obligations.

**Jan 2019 – Feb 2023: Ethiopian Airlines - Addis Ababa, Ethiopia**  
**Director of Aircraft Engineering & Planning / Head of Design Organization**

#### **Key Deliverables:**

- Acted as CAMO Post Holder, ensuring strict compliance with Ethiopian CAA regulations and maintaining fleet-wide airworthiness and safety standards.
- Executed, led, and successfully handed over Africa's first EASA Part 21J Design Organization Approval (DOA) project, obtaining certification within 18 months and ensuring sustained EASA compliance for all related projects.
- Established and managed the Design Organization (DO) framework, including preparation of the EASA-compliant DO Handbook, procedures, and governance structure.
- Directed major CAMO functions including Maintenance Planning, System Engineering, Maintenance Program and Task Card Development, Engineering Quality Assurance, and Aircraft Programs (EIS and Lease Management).
- Led technical oversight of aircraft modifications and upgrades including connectivity, avionics, interiors, and fuel systems, ensuring regulatory and operational alignment.
- Developed and implemented a digitally enabled technical records solution to streamline maintenance documentation and enhance traceability.
- Integrated lean methodologies and data-driven decision-making to improve reliability, optimize cost, and enhance maintenance effectiveness.

- Managed shop visits and lease compliance for engines, landing gears, and APUs, coordinating closely with lessors, MROs, and internal stakeholders.
- Oversaw staffing, budgeting, and strategic development for both the Engineering and DO teams, ensuring alignment with the airline's rapid growth and evolving technical requirements.
- Conducted long-term planning and drove process improvement initiatives through active feedback collection and performance analysis.

### **Key Achievements:**

- Successfully delivered multiple large-scale engineering projects including:
  - o Connectivity Retrofit on B777, B787, and A350 aircraft.
  - o B767 Winglet Installation and Passenger-to-Cargo Conversions.
  - o Onboard Wi-Fi IFE Streaming installation on B737NG aircraft.
- Digitized MRO Task Card Executions, significantly increasing efficiency and compliance in maintenance operations.
- Managed the smooth redelivery and lease return of multiple aircraft including B767s and B737NGs with full regulatory compliance and minimal downtime.
- Enhanced reliability and dispatch performance of the B787 fleet, recognized by Boeing for operational excellence.
- Secured maintenance program escalation approvals for A350, B777, and B737 fleets, contributing to substantial cost savings.
- Successfully staffed and guided a team of 100+ personnel and led performance delivery for EIS and lease teams, surpassing the airline's KPIs and business plan.

## **Aug 2013 – Dec 2018: Ethiopian Airlines - Addis Ababa, Ethiopia**

### **Manager Aircraft Lease Management & EIS**

### **Key Deliverables:**

- Managed aircraft lease management, entry-into-service (EIS), and airframe capability development projects, ensuring smooth transitions for new aircraft.
- Administered the daily management of 40+ lease-in/out planes, ensuring timely and efficient operations.
- Oversaw the EIS of 40+ newly ordered aircraft including B737Max, B787-9, A350, and B777F, ensuring seamless integration into the fleet.

- Managed the lease, purchase, and vendor agreement evaluation and negotiation programs for Ethiopian Airlines, ensuring favorable terms and conditions.
- Created, implemented, and maintained a robust Airframe and Engine delivery reporting procedure, fostering effective communication and proper acceptance among all key stakeholders.
- Managed performance delivery, surpassing the airline's business plan and KPIs for the EIS and Lease team.
- Renegotiated the lease agreements for four B787 aircraft, saving the airline USD 16 million.
- Studied PMA and DER parts, integrating them into Ethiopian Airlines' Quality System to enhance operational efficiency and compliance.
- Implemented cost-saving strategies for Ethiopian MRO, saving the airline USD 10 million in a one-time study.
- Negotiated lease agreements, LOIs, and MOUs with prominent lessors such as AERCAP, GECAS, ALAFCO, BCC, BBAM, DAE, and Jackson Square, securing favorable terms for Ethiopian Airlines.
- Led multiple aircraft transfer/return/redelivery projects for lessors including BCC, AERCAP, ALAFCO, GECAS, CIT, and BBAM.
- Represented Ethiopian Airlines at the Airbus Manufacturing Facility in Toulouse, managing and overseeing Africa's First A350 manufacturing and acceptance process.

#### **Key Achievements:**

- Successfully managed 40+ lease-in/out aircraft daily, ensuring efficient transitions and fleet operations.
- Renegotiated B787 aircraft lease agreements, saving USD 16 million for the airline.
- Implemented cost-saving initiatives that saved Ethiopian Airlines USD 10 million in MRO costs.
- Led and represented Ethiopian Airlines at the Airbus Manufacturing Facility in Toulouse, overseeing the first A350 manufacturing and acceptance for Africa.

#### **Nov 2012– Aug 2013: Ethiopian Airlines - Addis Ababa, Ethiopia Capacity Development Engineer**

#### **Key Deliverables:**

- Held responsible for managing all technical issues related to leased aircraft, including aircraft phase from specification review to acceptance; aircraft preliminary and acceptance inspection performance & coordination; monthly maintenance reserve calculation; maintenance reserve claim processing; Lessor or Ethiopian Airlines technical issues; and aircraft redelivery.
- Planned and managed the airplane lease-in/lease-out projects.
- Steered the aircraft lease-in/lease-out coordination.

- Spearheaded various mid-term A/C and equipment physical checks, documentation, etc.
- Calculated multiple aircraft maintenance reserve rates.
- Obtained large maintenance reserve claim reimbursements from several lessors.
- Executed and drove the transfer/return/redelivery projects for SKY Holding Company, ALAFCO Leasing Company, Standard Chartered Bank, Boeing Capital Corporation (BCC), and CIT.
- Automated maintenance reserve computation and processing. The one-time effort helped airlines cut four days of work into one.
- Mentored the engineers and associate engineers in parts.

**Aug 2008– Nov 2012: Ethiopian Airlines - Addis Ababa, Ethiopia**  
**Avionics System Engineer**

**Key Deliverables:**

- Led diagnostics, maintenance, and functional testing of critical avionics systems—including communication, navigation, flight control, and aircraft monitoring—across Ethiopian fleets, ensuring optimal operational safety and compliance.
- Executed both scheduled and unscheduled avionics maintenance in strict accordance with OEM manuals, Service Bulletins (SBs), and Airworthiness Directives (ADs), directly supporting continued airworthiness and reducing system downtimes.
- Played a key role in the airline’s avionics reliability and performance improvement initiatives by analyzing recurring technical issues, identifying root causes, and developing sustainable corrective actions that improved system availability.
- Spearheaded avionics system modifications and upgrade projects in collaboration with OEMs and internal maintenance teams, ensuring seamless integration and minimal operational disruption during major checks and fleet transitions.
- Conducted comprehensive avionics inspections during heavy maintenance events and aircraft acceptance/redelivery processes, ensuring configuration compliance with Type Certificate standards and airline specifications.
- Produced detailed documentation and technical reports for test results, fault isolation, system evaluations, and engineering recommendations—enhancing regulatory compliance and audit readiness.
- Trained and mentored junior avionics engineers and technicians in fault isolation techniques, schematic interpretation, and system-level diagnostics, improving team capability and operational readiness.

**Sept 2006 – Dec 2007: Jimma University – Jimma, Ethiopia, as Assistant Lecturer**

**Key Deliverables:**



- Prepared and delivered exams, assessments, and course content, including lectures and written assignments.
- Engaged students with excellent communication.
- Monitored pupils' academic progress and implemented helpful interventions.
- Fostered critical thinking, contemplation, and analysis in students.

---

## MAJOR PROJECTS

- **Project title:** 10 A330s Transfer projects | **Company:** Etihad Airways | **Scope:** Transfer to Buyer per agreed timeline | **Achievements:** Three of them were transferred to the buyer and others are in progress.
- **Project title:** B787 & A350 Wi-Fi internet connectivity retrofit | **Company:** Ethiopian Airlines | **Scope:** Complete the retrofit projects promptly on affected aircraft.
- **Project title:** EASA DOA approval | **Company:** Ethiopian Airlines | **Scope:** Secure the approval to make modifications to its fleet.

---

## EDUCATION

- **Master of Business Administration (MBA), Business Administration**

*Jimma University – Ethiopia, August 2018*

- **Bachelor of Science (B.Sc.), Electrical Engineering**

*Jimma University – Ethiopia, July 2006*

---

## CERTIFICATIONS/TRAININGS

- Full-Stack Web Development (HTML, CSS, JavaScript, React, Node.js, Express)
- EASA Part-M Compliance
- IATA Aircraft Financing and Acquisitions
- Boeing Leadership Training
- EASA Compliance Management, Auditing & Root Cause Analysis
- Aircraft Inspection Techniques
- Aircraft Technical Records Management
- Airbus Airline Planning & Operations Workshop

---

## PERSONAL DOSSIER

**Date of Birth:** 22<sup>nd</sup> Oct 1982 | **Languages Known:** English and Amharic