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PROFESSIONAL SUMMARY

Accomplished Aviation Engineer and Leader with over 16 years of experience in aircraft engineering, CAMO management, MRO operations, and aircraft leasing at Ethiopian Airlines, Etihad Airways, and Jazeera Airways. Delivered \$26M+ in cost savings through strategic lease negotiations, process automation, and digital transformation. Expert in EASA Part-M/Part-CAMO, FAA 14 CFR Part 43/91, and fleet airworthiness. Seeking senior aviation roles (VP, Director, Senior Manager) and any expert positions in avionics, system and quality assurance engineering to drive innovation, compliance, and operational excellence.

CORE COMPETENCIES

- Aviation Maintenance & Airworthiness: EASA Part-M/Part-CAMO, FAA 14 CFR Part 43/91, Maintenance Planning, Technical Records Auditing, Quality Assurance.
- Aircraft Leasing & Transitions: Lease Management, Entry-into-Service (EIS), Aircraft Transfers, Redelivery Conditions.
- Regulatory Compliance: EASA, FAA, ICAO Standards, Kuwait DGCA, Quality Assurance, Risk Assessment
- Leadership & Strategy: Project Management, Cross-Functional Team Leadership, Lean Methodologies, Digital Transformation, Stakeholder Coordination

TECHNICAL SKILLS

- Aviation Tools: CAMO Management, MRO ERP Systems (Maintenix, SAP, AMOS, OASES), OEM Coordination.
- Software: Microsoft Project, Excel (VBA, PivotTables), Tableau, Power BI, Skywise.

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 (TLDL)** 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.

Aug 2021 – Feb 2023: Ethiopian Airlines - Addis Ababa, Ethiopia
Head of Design Organization

Key Deliverables:

- Executed, led, and handed over the EASA Design Organization Approval (DOA) project. The first DOA EASA approval in Ethiopia and Africa was obtained in 18 months. Maintained EASA compliance for all projects.
- Coordinated the design organization (DO) functions well within its approval area.
- Prepared and managed the EASA Part 21J-compliant DO Handbook, Procedures, and Procedures.
- Provided strategic directions to 10+ ETH DO staff. Reviewed the staff CPD needs and possibilities.
- Actively staffing the department according to the quick growth company plan to satisfy operational needs.

Jan 2019 – Feb 2023: Ethiopian Airlines - Addis Ababa, Ethiopia
Director of Aircraft Engineering & Planning (CAMO)

Key Deliverables:

- Spearheaded **fleet airworthiness** and **operational efficiency**, ensuring safe and compliant engineering functions across the entire fleet.
- Acted as **CAMO post holder**, ensuring strict adherence to **Ethiopian CAA regulations** and maintaining a high standard of safety.
- Led key **CAMO functions** including **Aircraft System Engineering, Maintenance Planning, Maintenance Program and Task Card Development, Engineering Quality Assurance, and Aircraft Programs** (Aircraft Lease Management and EIS).
- Ensured seamless integration of **regulations into aircraft maintenance**, guaranteeing compliance at all stages and ensuring aircraft safety.
- Developed and enforced **fleet safety** and **airworthiness standards** in line with **industry best practices** and **regulatory requirements**.
- Executed a dynamic **aircraft maintenance program**, meeting growing business needs while ensuring operational reliability and safety.
- Introduced **lean methodologies** and **digital solutions** to improve **maintenance reliability, quality, and cost-effectiveness**.
- Managed efficient **spare parts management** and **contractual arrangements** to maintain optimal inventory levels and ensure quick availability of parts.
- Implemented a comprehensive **digitally enabled airline technical records solution** to streamline fleet maintenance.
- Ensured the technical operations team had **access to approved aircraft maintenance data** for improved operational efficiency.
- Prepared and managed **budgets for technical engineering**, optimizing resource allocation across the department.
- Cultivated strong relationships with **OEMs** and **industry stakeholders** to ensure superior airline products and services.

- Directed **engineering and airworthiness team training**, ensuring adherence to both company standards and regulatory requirements.
- Enhanced **on-time aircraft delivery** and **equipment deployment**, ensuring compliance with safety standards.
- Developed and maintained **reporting methodologies** for **BFE Seats, IFE, and Connectivity** delivery, ensuring stakeholder satisfaction.
- Managed **lease requirements** and **configurations** during **engine, landing gear, and APU shop visits**, coordinating with the airline CAMO team.
- Supported **lease return program development**, ensuring a financially sustainable redelivery process throughout the aircraft lifecycle.
- Managed **CAMO projects**, including **Internet Connectivity Retrofit** and aircraft **transfers/redeliveries**, ensuring successful project outcomes.
- Managed **performance delivery**, surpassing the Airline's **business plan** and **KPIs** for the EIS and Lease team.
- Led and motivated a team of **100+ department personnel**, fostering a culture of operational excellence and continuous improvement.
- Conducted long-term planning and solicited **customer input** to drive continuous process improvements in the department.

Key Achievements:

- Successfully **led and completed projects** including **Connectivity Retrofit** on **B777, B787, and A350, B767 Winglet Installation, B767 Pax to Cargo Conversion, and B737NG Onboard Wi-Fi IFE Streaming**.
- **Digitized Ethiopian MRO Task Card Executions**, greatly improving maintenance efficiency across the fleet.
- Managed smooth **transfers and returns** of **three B767s and B737NGs** aircraft, ensuring compliance and minimal downtime.
- Enhanced the **reliability of the B787 fleet**, which was **recognized by Boeing** for its performance.
- Secured **maintenance program escalations** on **A350s, B777, and B737**, resulting in **substantial cost savings** for the airline.

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:

- Performed in-depth maintenance, troubleshooting, and functional testing of aircraft avionics systems, including communication, navigation, auto-flight, and indication systems.
- Ensured continued airworthiness by executing scheduled and unscheduled maintenance in accordance with OEM manuals, SBs, and ADs.
- Supported avionics reliability programs by analyzing technical issues, recurring faults, and implementing long-term corrective actions.
- Collaborated with engineering and maintenance teams to integrate avionics system modifications and upgrades, ensuring minimal disruption to operations.
- Conducted inspections during heavy maintenance checks and aircraft deliveries/redeliveries to verify avionics configuration compliance.
- Developed and maintained documentation related to system evaluations, test results, and fault analysis, contributing to regulatory compliance.
- Mentored junior engineers and technicians in troubleshooting techniques, fostering technical growth and improved team capability.

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: Business Administration**, from Jimma University, Ethiopia, in August 2018.
- **Bachelor of Science: in Electrical Engineering**, from Jimma University, Ethiopia, in 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: 22nd Oct 1982 | **Languages Known:** English and Amharic
