



Think

CNS/ATM Engineer - Air Traffic Control System Procurement

Version 1.0

1 Summary

Job title:	CNS/ATM Engineer - Air Traffic Control System Procurement
Salary:	Competitive, commensurate with experience
Location:	UK and EU locations
Job Type:	Permanent

2 About Us

Think Research is an independent aviation consultancy with a global footprint. We work with ANSPs, airport operators and aviation authorities around the world, supporting them to improve operational performance, design future concepts of operation, and deliver meaningful change in the real world. In the 21 years since the company started, we have worked with over 80 clients from 40 countries across 6 continents.

We are a lean and agile organisation, with a strong focus on people, relationships and adding value to the industry. Our consultancy business is structured into accounts, each with an accountable Director overseeing client relationships, sales and delivery.

Our global consultancy is delivered across two main accounts -one for airport clients and one for air traffic management clients. We are now looking for a Director to lead our global Air Traffic Management portfolio.

3 About the Role

We are seeking to fill at least two roles for highly qualified and experienced CNS/ATM engineers to support the technical oversight and procurement of new air traffic control (ATC) systems on behalf of various clients. These roles are to help specify, procure and implement a range of communication, navigation, and surveillance (CNS) infrastructure and air traffic management (ATM) systems in line with ICAO, EASA, and UK CAA standards.

4 Key Responsibilities

- Provide expert engineering input into tender specifications, technical documentation, and supplier evaluation criteria for a range of CNS/ATM systems.
- Ensure compliance with international and European aviation safety and interoperability standards (e.g., ICAO Annex 10, Eurocontrol specifications, EASA CS-ANS).
- Function as the technical liaison between the airport authority, regulatory bodies, system integrators, and equipment vendors.
- Oversee and coordinate system integration, site preparation, testing, and commissioning activities.
- Ensure continuity of ATC operations during transition periods through risk-managed implementation planning.
- Support safety case development, verification & validation, and regulatory approvals.
- Advise on the lifecycle cost, maintainability, cybersecurity, and scalability of proposed systems.
- Prepare technical reports and provide progress updates to senior stakeholders and programme boards.

5 Requirements

Essential Qualifications & Experience

- Degree in Electrical Engineering, Aerospace Engineering, Telecommunications, or a related field.
- Minimum of 7 years' experience in CNS/ATM system engineering within civil aviation.
- Proven track record in systems design, procurement or deployment of ATC systems (e.g., radar, ADS-B, voice comms, surveillance automation, flight data processing).
- Strong understanding of ICAO, EASA and/or UK CAA regulations and guidance.
- Experience working with national aviation authorities or ANSPs in the UK/EU.
- Excellent project management and stakeholder engagement skills.
- Right to work in the UK/EU (depending on the role) and the ability to travel globally.

Desirable

- Chartered Engineer or equivalent professional accreditation.
- Previous experience working in airport development or ATC tower projects.
- Familiarity with cybersecurity requirements in ATM environments (e.g., NIS2 Directive).
- Proficiency in procurement regulations (e.g., EU Public Procurement Directives).
- Familiarity in applying ATC concepts e.g. A-SMGCS, CDM, AMAN, DMAN, etc.
- Experience in the implementation of AFPS/ICWP.

6 What We Offer

- Opportunity to play a pivotal role in a range of significant infrastructure projects.
- Work within a multidisciplinary, international teams of aviation consultants and engineering professionals.
- Projects that develop the creative application of your knowledge.

7 How to Apply

To apply for this position please send your CV and a cover letter outlining your suitability for the role, relevant experience, and salary expectations to jobs@think.aero.

Due to the nature of the work remote applicants cannot be considered and applicants must be either UK or EU citizens due to visa rules.

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