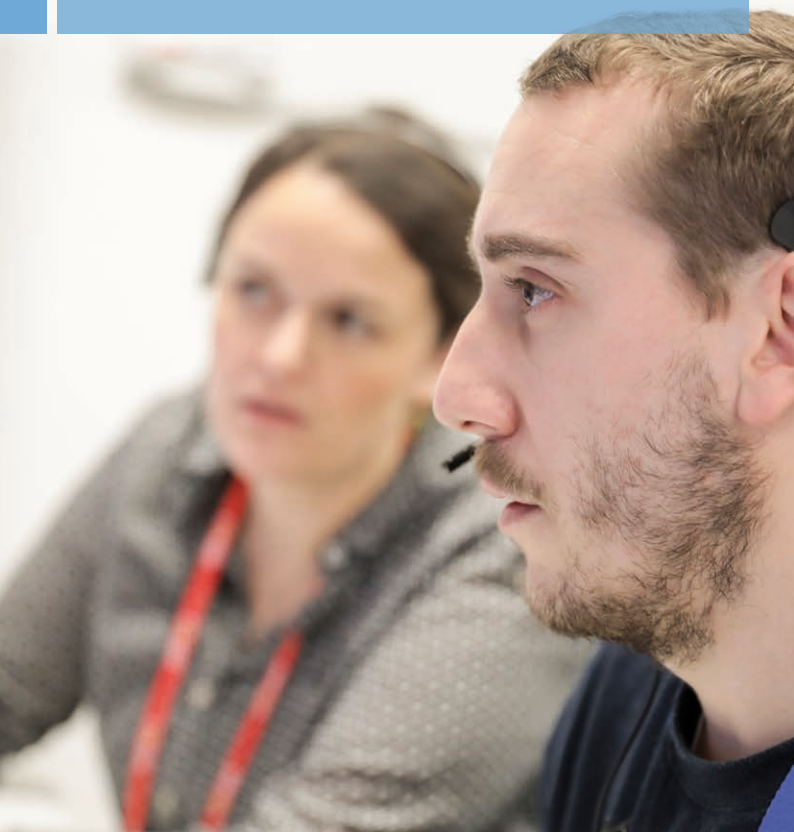


skyguide 

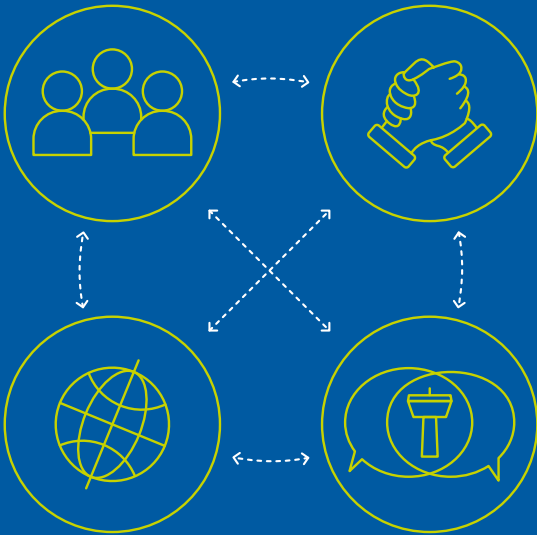
WORKING AT SKYGUIDE

THE ESSENTIALS



Human

Respectful



Multicultural

Entrepreneurial

Four key values characterise who – and how – we are at skyguide.

People: at the heart of air navigation services

Working in air navigation services is particularly exciting these days. The whole of the aviation environment is going through a period of radical change.

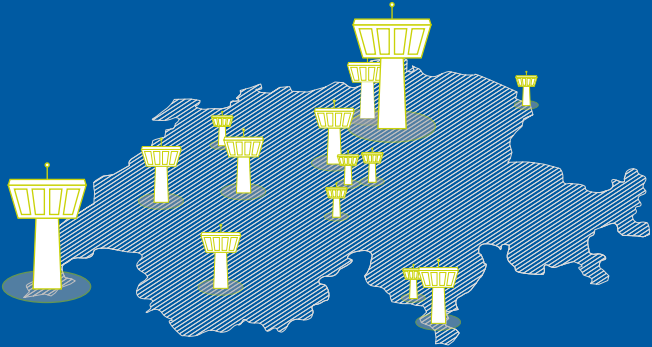
Technological challenges such as those presented by drones or the rapid pace of digitalisation demand completely new ways of thinking. How will the aircraft of tomorrow look? And how will the air navigation services of tomorrow look? New business models are emerging, and work is constantly changing.

But at the heart of it all are people, because they are creative, flexible and adaptable. It is this human component that companies in the safety sector will always need.

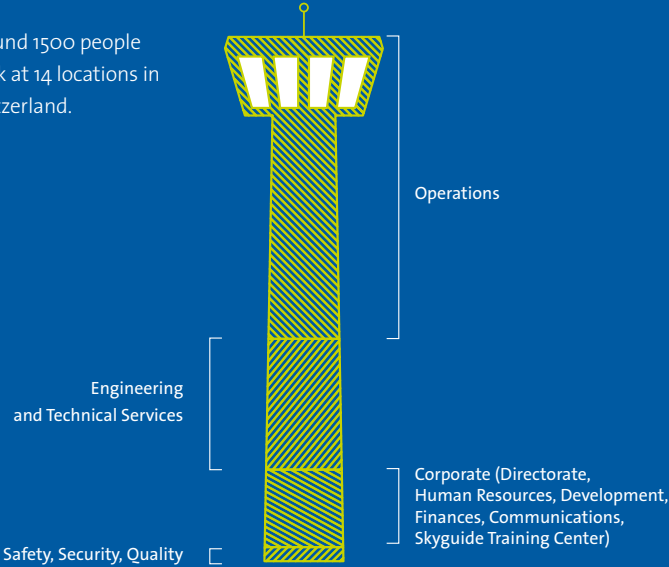
“I am convinced that people can do good work, and enjoy doing it, if they can be themselves, if their skills and personality are valued, if they can find a balance between their working lives and their private lives, if their work makes sense and if they can help to structure it.”

Alex Bristol, CEO

Distribution of employees



Around 1500 people work at 14 locations in Switzerland.



Operations

Engineering and Technical Services

Corporate (Directorate, Human Resources, Development, Finances, Communications, Skyguide Training Center)

Safety, Security, Quality

Demanding and encouraging

The dynamic evolution of the aviation industry demands a dynamic response from air navigation services. Skyguide meets new demands from customers with new technologies, methods and competencies.

Committed employees are expected to engage in professional development and be able to take on the new challenges. That is why annual interviews, which include performance assessment and the setting of targets, are designed explicitly to further their individual development. For skyguide, this is not just about the improvement of technical skills – team, leadership and social skills are also given attention.

A successful career at skyguide depends largely on personal responsibility. This is reflected in an open management style and communication. The air navigation services of tomorrow will be characterised by its high-performing, competent, committed, responsible and well-informed employees.

“In order that our staff can meet the demands of their challenging jobs, now and in the future, our policy is both demanding and encouraging.”

Hans Bracher, Chief Human Resources Officer

Diversity is inspiration; inspiration leads to success

Skyguide relies upon its employees to bring their varying perspectives and experience to their work. This diversity plays a large part in skyguide's performance and success as a service provider – one that understands its customers' needs and drives innovation.

Whilst it aims to employ and nurture highly qualified people, skyguide adheres to a policy of equal opportunities. Its employees are expected to express their unique personalities in their work, and to be able to realise their potential.

Promoting the development of women's careers and the improvement of opportunities for the oldest and youngest sections of its workforce are current areas of focus at skyguide.

A multicultural workplace

In skyguide's workforce, 35 nationalities are represented. With their varying backgrounds, they are part of the reason why the prevailing ideas are constantly questioned. Skyguide is also active in international bodies and often plays a mediating role.

For a Swiss company national diversity is also very important: it is the origin of its multicultural identity. Skyguide employs people at 14 locations spread throughout Switzerland.

German, French and English are the official languages, and every employee can assume they will be understood when they express themselves in one of them.

Entry-level employees and the 50+ age group

Skyguide welcomes not only those just starting out on their careers, but also those in older age groups: in the selection and recruitment of new employees, age is seldom a consideration. Employees in the 50+ age group have the same access to training personal and professional development opportunities as their younger colleagues, and are supported in maintaining their employability.

Skyguide offers its young employees excellent training places and the chance to get their first taste of working life under good conditions.

Gender equality

In the still male-dominated environment of aviation, skyguide strives to create favourable conditions also for women in the workplace. And it has been successful, especially as far as returning to work, and the retention of young mothers is concerned.

The proportion of women across the various hierarchy levels is about a quarter. Development of women's careers is particularly marked at management level. Skyguide's "Skywomen" initiative is designed to appeal to its female workforce and motivate women to take on responsible functions. The measures developed for the initiative include, for example, an internal network for the regular exchange of information and ideas among female managers, as well as a mentoring programme.

Marianne Alb, Air traffic controller and Head of Air Traffic Control, Buochs

The fact is that aviation is still a “man’s domain”. In my job, however, I have never had the feeling that my gender mattered, either within the company or when in contact with customers. It was always clear that the quality of my work and the qualifications I brought to the job were what counted.



Eighty professions, one calling

At skyguide, people in over 80 different professions work closely together for a common purpose.

Skyguide offers jobs in domains such as IT and information security, projects and development, training and professional development, finance, administration and so on. Also, there are the company-specific professions air traffic controller, air navigation services employee and air traffic safety electronics personnel.

Air traffic controller

Skyguide employs over 550 air traffic controllers. A fascination with aviation, reliability, teamwork and the latest technologies are only a few of the aspects of this job. From take-off to landing, air traffic controllers guide all aircraft entering the area they are responsible for. They work in the airport's control tower, Approach Control, in the Area Control Centre, or as a tactical fighter controller at the Air Defence and Direction Centre.

“In this job there is no routine because you never know what to expect at work.”

Nadine Schwarz, Air traffic controller, Bern-Belp

Air navigation services employee

Air navigation services employees work for air traffic management (ATM) in the control centres. There, they analyse traffic volumes and the available capacities, and integrate information on military missions and parachute or hang-glider activity.

Air navigation services employees working for aeronautical information management (AIM) collect and disseminate data that is required for the preparation and execution of flights. They provide a competent, round-the-clock information and advice service for pilots and airlines.

Air traffic safety electronics personnel

At skyguide, over 300 so-called air traffic safety electronics personnel work on the development and maintenance of the complex technical facilities. The trained engineers, technicians and computer specialists are responsible for

“As the data is exchanged on a worldwide basis, we work with highly specialised systems, which is demanding and challenging.”

Thomas Berger, Air navigation services employee AIM

CAREERS

the specification, procurement, installation, calibration, maintenance, inspection and certification of the numerous electronic systems on the ground.

“Engineers at skyguide not only provide technical services, but more satisfyingly make a tangible contribution to improving the safety and efficiency of air navigation.”

Hervé Demule, Navigation engineer



Committed employees, committed employer

Air Navigation Services depends for its success directly on the motivation and competence of its employees. A positive working environment and constructive cooperation are especially important.

Training and professional development

Each year, skyguide invests 30 million Swiss francs – and much passion – into the further professional development of its employees, including the next generation. An investment of this size enables skyguide to achieve the highest standards within the whole organisation, to attract new talent and to retain highly qualified and committed people.

Health

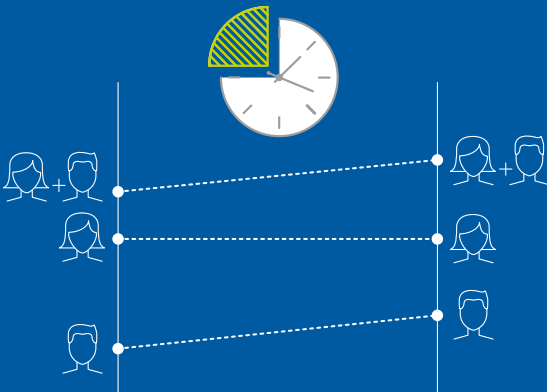
At skyguide, a professionally staffed Health Unit coordinates all health-related issues. As well as medical and psychosocial support, the company offers counselling in the event of conflicts, stressful critical incidents and long-term absence caused by illness or accident. It also runs campaigns on health and safety at work and healthcare. Skyguide continues to develop its already advanced policy on health.

WORKING ENVIRONMENT

Family and career

Skyguide supports measures that make it easier to combine family and career. These include generous pre-natal, maternity, paternity and adoption leave, as well as opportunities for flexible, part-time and remote office working. The number of men opting for part-time working has been steadily increasing in recent years.

Development of part-time work



Dialogue and shaping the future

Skyguide employees are expected not only to apply themselves to their own work, but also to play a constructive part in the shaping of the company. The staff and professional associations, with which the company maintains a lively and open dialogue, have a particular role to play here.

Remuneration

Another key to healthy motivation is a fair, coherent and attractive remuneration system. In addition to air navigation's intrinsic allure, this helps attract and retain the best talent.

Skyguide rewards responsibility and performance in both individuals and groups, and naturally recognises equal pay for men and women. Other advantages of working for skyguide include the generous schemes of the skycare pension fund.

“ At skyguide I can develop both professionally and personally. I have never had to choose between my family and my career – and that makes me very happy! ”

Monika Baumgarten, Line Safety Delegate

You will find detailed information
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