

JOB OFFER - Positive Aviation - Systems Project Manager & PMO Lead

At **Positive Aviation**, we believe that aviation is a force for good for our society and our environment.

Positive Aviation was born based on two basic observations: civil protection authorities can perform in their mission to protect common and private assets, public health, nature and biodiversity only when equipped with the right means; and the iconic “Canadair” Super Scooper – a cornerstone of their firefighting activities – is no longer at the required level of reliability and availability.

Positive Aviation is an engineering and industrial company, developing and implementing modifications on second-hand ATR 72 transforming them into amphibious water scooper firefighter aircraft – the FF72. The pragmatic technical concept is based on proven technologies and combines the precious expertise of the aeronautical and the naval industries.

Starting with the FF72, Positive Aviation aims at being a key actor all along the aircraft lifecycle and companion to its operators.

Positive Aviation’s offices are located at the Toulouse Blagnac airport, inside the hangar H16. The H16 hosts Positive Aviation, the development plateau of the FF72 with its industrial partners and the assembly of the FF72-X1, a demonstrator that will make its first flight in early 2027.

Joining Positive Aviation means being part of the creation of a unique European seaplane design office, and living the adventure of a new aircraft development which will enter into service in 2028.

At Positive Aviation, we favor team work towards pragmatic and realistic solutions, and are proud to build on the rich aeronautical and naval legacy to **protect what is dear.**

About The Role:

Part of the Programme team, you will hold a dual strategic and operational role: leading the project management of key aircraft systems modification packages, while acting as the company-wide Project Management Office (PMO) Lead. You will ensure systems engineering projects are delivered on time, within budget, and to specification, while structuring and deploying pragmatic PMO methodologies and tools across all engineering and industrial activities.

In detail, you will:

- **Systems Project Management:** Drive the end-to-end planning, execution, and monitoring of systems modification packages (avionics, electrical, hydraulics, mission, and scooping control systems), coordinating internal technical specialists and external equipment suppliers.
- **PMO & Methodology Standardization:** Define, establish, and continuously improve company-wide project management standards, governance frameworks, processes, and KPIs tailored to an agile aeronautical scale-up environment.
- **Schedule & Milestone Tracking:** Maintain integrated master schedules (IMS), track project milestones, manage critical path analysis, and run regular project review committees to secure key program dates (demonstrator first flight, certification, EIS).
- **Risk, Change & Cost Management:** Implement robust risk management frameworks (risk identification, mitigation plans, opportunity tracking), manage configuration change requests, and monitor project budgets and resource allocations.
- **Cross-Functional Alignment & Coaching:** Facilitate communication and synchronization across Engineering, Operations, Procurement, and Quality teams. Train and coach team members on PM tools, visual management, and project governance best practices.
- **Reporting & Executive Dashboards:** Prepare high-level synthesis notes, dashboards, and progress reporting for General Management, ExCo, and external partners.

About You:

- **Experience:** 5+ years of experience in project management and PMO roles within the aerospace industry, with a strong background in aircraft systems engineering, equipment modification, or complex system integration programs.
- **Methodology & Tools:** Master's degree in Engineering or Business Management. Strong mastery of project management methodologies (PMP/PMI, Prince2, or Agile/Scrum) and advanced PM tools (MS Project, Jira/Confluence, Smartsheet, or equivalent).
- **Technical Literacy:** Excellent understanding of aerospace systems development lifecycles (ARP4754A, EASA CS-25 certification logic) enabling seamless interaction with technical experts and system architects.
- **Synthesis & Communication:** Outstanding synthesis skills, both written and verbal in English and French. Ability to distill complex technical/operational situations into clear executive summaries and decision notes.
- **Soft Skills & Leadership:** Diplomatic yet firm, low-ego, dynamic, and highly organized. Capable of driving alignment across multi-disciplinary teams in a fast-paced scale-up environment. Driven by a passion for aeronautics and industrial innovation.

Overview of Key Responsibilities & Capabilities

Pôle d'intervention	Activités Principales	Livrables & Outils
Gestion de Projet Systèmes	Pilotage opérationnel des lots d'ingénierie et d'intégration systèmes (avionique, électricité, mission). Suivi des fournisseurs et jalons	Planning maître intégré, registre des risques/opportunités, suivi des actions et jalons de revue.

Pôle d'intervention	Activités Principales	Livrables & Outils
	d'intégration.	
Référent Méthodes & PMO	Définition et déploiement du référentiel de gestion de projet d'entreprise, structuration des KPI, gouvernance et accompagnement des équipes.	Standard PMO, tableaux de bord de pilotage, trames de revue de projet, modules de coaching interne.
Gouvernance & Reporting Direction	Préparation des synthèses décisionnelles, consolidation de la trajectoire programme et suivi de l'avancement pour l'ExCo.	Dashboards exécutifs, notes de synthèse risques/opportunités, reporting d'avancement programme.

If you want to live the adventure of a new aircraft development, be part of a team of passionate experts, and evolve in a pioneering and flexible environment where care and hunger for growth are celebrated, join us!

Positive Aviation is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, sex, gender, sexual orientation, age, color, religion, national origin, protected veteran status or on the basis of disability.

Feeling inspired and wanting to apply, send your CV and motivation letter to

career@positive-aviation.com, we get back to you shortly.