



Australian Government  
Civil Aviation Safety Authority

# KEY PERSONNEL GUIDE FOR CONTINUING AIRWORTHINESS ROLES



# WHO IS THIS GUIDE FOR?

This guide is for:

- registered operators of commercial air transport
- air transport operators
- aircraft maintenance organisations
- people contracted to carry out maintenance on aircraft
- people involved in managing the continuing airworthiness of aircraft
- people wanting to become a continuing airworthiness manager in a CAMO.

This guide contains broad information for managers of continuing airworthiness in a continuing airworthiness management organisation (CAMO). It is not an exhaustive description of the regulations and duties relating to this key personnel role.

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# Contents

INTRODUCTION	2
THE ROLE OF A CONTINUING AIRWORTHINESS MANAGEMENT ORGANISATION	3
THE ROLE OF A CONTINUING AIRWORTHINESS MANAGER	3
WHO REQUIRES A CONTINUING AIRWORTHINESS MANAGER?	5
RESPONSIBILITIES OF A CONTINUING AIRWORTHINESS MANAGER	5
QUALIFICATIONS AND EXPERIENCE	6
SKILLS AND ATTRIBUTES OF A CONTINUING AIRWORTHINESS MANAGER	7
CHALLENGES FACED BY CONTINUING AIRWORTHINESS MANAGERS	7
WHERE CAN I GO FOR MORE INFORMATION?	9



## INTRODUCTION

The continuing airworthiness manager plays a critical role in maintaining the safety and reliability of aircraft operations. Continuing airworthiness refers to all of the processes and activities required to ensure that an aircraft remains in a condition for safe operation throughout its operational life. It is a fundamental component of aviation safety and regulatory compliance, and its effective management depends on the clear definition of roles, responsibilities, and communication channels.

Maintaining airworthiness is essential to ensuring the safety, reliability, and regulatory compliance of all operational aircraft.

This guide provides detailed information on the responsibilities, duties, required skills, attributes and challenges for continuing airworthiness managers within the context of Australian aircraft maintenance operations.



## THE ROLE OF A CONTINUING AIRWORTHINESS MANAGEMENT ORGANISATION

A continuing airworthiness management organisation (CAMO) is approved by CASA under Part 42 of CASR to manage the continued airworthiness of an aircraft fleet.

CAMOs ensure aircraft are maintained according to safety and regulatory requirements throughout their operational life, ensuring compliance with the Civil Aviation Safety Regulations (CASRs).

A continuing airworthiness manager (CAM) is a key position within a CAMO, responsible for ensuring all aircraft within an operation are maintained in a safe and airworthy condition.

## THE ROLE OF A CONTINUING AIRWORTHINESS MANAGER

Operators conducting scheduled air transport services are required to engage the services of a CAMO to oversee the ongoing airworthiness of their fleet. Additionally, any aircraft designated as a Part 42 aircraft must also have its continuing airworthiness managed by a CAMO to ensure compliance.

A CAMO, under the regulations must appoint an individual to the role of the CAM.

### Appointment of a continuing airworthiness manager

A CAMO may appoint an individual to the role of continuing airworthiness manager if they have the necessary qualifications, skills and experience for the role.





A CAM of one CAMO is also allowed to be a manager or employee of another CAMO, provided they meet the qualifications, knowledge and experience for all roles they hold, as defined in the Part 42 Manual of Standards (MOS).

The CAM must be approved by CASA to hold that position.

## **Appointment of a substitute continuing airworthiness manager**

A CAMO may nominate a substitute continuing airworthiness manager to ensure the organisation's capabilities are not affected by the temporary absence of the continuing airworthiness manager.

The substitute CAM must:

- be employed by the CAMO
- have the qualifications, experience and knowledge of a CAM
- be approved by CASA
- be listed in the operator's exposition (for air transport) or operations manual (for Part 138).

## **Appointment of a responsible manager**

A CAMO must appoint at least one individual as the responsible manager. This person is responsible for ensuring the CAMO complies with CASR 1998, the Manual of Standards, and the CAMO's exposition. The responsible manager and continuing airworthiness manager can be the same person, particularly if the operator is a small operator.

## **Restrictions on appointments**

A person appointed as a CAM or substitute CAM must not:

- hold the position of nominated quality manager within the same CAMO
- hold any position within a Part 145 Approved Maintenance Organisation (AMO).



## WHO REQUIRES A CONTINUING AIRWORTHINESS MANAGER?

Organisations that operate under the following regulations require a Part 42 CAMO and a CAM to ensure airworthiness compliance:

- Part 121 Air transport operators
- Part 133 and Part 135 Air transport operators (only if carrying out scheduled air transport)
- operators that have elected to use Part 42.

Additionally, the certification and management of air transport operators is covered under Part 119.

## RESPONSIBILITIES OF A CONTINUING AIRWORTHINESS MANAGER

The CAM is responsible for providing continuing airworthiness management services for an aircraft operated by an air operator certificate (AOC) holder. These responsibilities include:

- managing and supervising the continuing airworthiness for the aircraft operated by the AOC holder
- ensuring CAMO compliance with:
  - > *Civil Aviation Safety Regulations (CASR) 1998*
  - > the Part 42 MOS
  - > the CAMO's exposition or operations manual.

The CAM also needs to have comprehensive knowledge of:

- the regulations and standards applicable to airworthiness of aircraft operated by the AOC holder
- the CAMO's exposition or operations manual
- the relevant parts of the AOC holder's operations manual suite that have continuing airworthiness implications for aircraft operated by the AOC holder
- the CAMO's quality system.



## QUALIFICATIONS AND EXPERIENCE

The CAM must have at least 3 years' experience in continuing airworthiness management of aircraft and at least one of the following qualifications:

- an aircraft maintenance engineer licence or equivalent in category B1, B2 or C (current or expired)
- a qualification in aircraft maintenance (minimum Certificate IV level)
- an engineering qualification (minimum diploma level) in any of the following disciplines:
  - > aeronautics
  - > avionics
  - > electrical
  - > electronics
  - > mechanical.

They must also possess:

- an in-depth understanding of aircraft maintenance procedures, systems and components
- familiarity with *Civil Aviation Safety Regulations (CASR)* Part 42, Part 145 and Part 21, and airworthiness directives.

A qualification in aviation maintenance management (minimum diploma level) is desirable but not essential.



## SKILLS AND ATTRIBUTES OF A CONTINUING AIRWORTHINESS MANAGER

A CAM requires a combination of technical expertise, leadership skills and organisational ability to effectively manage the airworthiness of an aircraft fleet.

### Technical skills and attributes

- Demonstrated ability to understand how aircraft maintenance is planned, coordinated, carried out, managed and documented.
- Experience in aircraft maintenance on aircraft of similar type and complexity to those operated by the registered operator.

### Managerial skills and attributes

- Demonstrate high attention to detail to ensure accurate record keeping and compliance with regulations.
- Proven ability to quickly identify and solve technical issues, especially unscheduled maintenance solutions.
- Aptitude for analysing maintenance data, performance reports and technical issues to identify trends or recurring problems that could affect an aircraft's airworthiness.
- Demonstrate ability to make quick and informed decisions.
- Possess previous experience of the management of contractors and service providers.
- Have highly developed communications skills.

## CHALLENGES FACED BY CONTINUING AIRWORTHINESS MANAGERS

CAMs can face several challenges due to the complex nature of aviation regulation and operational requirements.

### Maintaining airworthiness and operational demands

- Balancing quick maintenance with thoroughness and compliance can be challenging.
- Minimising aircraft downtime is important for efficiency, but safety must always come first.

### Complexity of managing multiple aircraft

- Managing maintenance for a diverse fleet with different models and systems requires strong coordination and resource management.
- Ensuring all aircraft meet scheduled maintenance while dealing with unexpected issues can be difficult.

### Pressure to meet tight deadlines

- Maintenance delays or non-compliance can disrupt flight schedules and operations.
- Pressure to return aircraft to service quickly may conflict with safety and maintenance priorities.

## **Evolving regulatory and technological landscape**

- Staying up to date with regulatory changes, airworthiness directives, and new methods and programs for managing aircraft airworthiness is a constant challenge.
- Keeping certifications up to date and ensuring staff are trained in the latest practices can be demanding.

## **Budget and resource constraints**

- Budget limits for spare parts, facilities and staff can make it challenging to maintain an aircraft fleet to high standards.
- Ensuring the team has the right resources and tools while managing costs is a major challenge.

## **Managing safety incidents and aircraft downtime**

- Assisting with investigating technical failures or safety incidents while keeping regulators informed can take time.
- Finding solutions to prevent issues from recurring and ensuring timely inspections and corrective actions can be challenging.



## WHERE CAN I GO FOR MORE INFORMATION?

- CASA website
  - > [casa.gov.au](https://casa.gov.au)
- Apply to be a Continuing Airworthiness Management Organisation
  - > [casa.gov.au/camo](https://casa.gov.au/camo)
- Electing to manage continuing airworthiness under Part 42
  - > [casa.gov.au/managing-continued-airworthiness-part-42](https://casa.gov.au/managing-continued-airworthiness-part-42)
- CASA Advisory Circular (AC) 1-04 – Registered operator responsibilities for continuing airworthiness
  - > [casa.gov.au/ac-1-04](https://casa.gov.au/ac-1-04)
- Part 42 of CASR Continuing airworthiness requirements for aircraft and aeronautical products
  - > [casa.gov.au/part-42-casr](https://casa.gov.au/part-42-casr)

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