

# STEPHEN PICKARD

## HEAD OF DEFENCE SAFETY BRANCH



*Setting New Standards & Making a Difference*

With over 35 years of experience in the Aviation and Defence industries, Stephen has a career path that has developed from his early years as an aircraft maintainer in the Royal Australian Air Force (RAAF) then he became a Training Systems Officer and later a manager, and senior consultant for BAE Systems Australia. With a passion for education, Stephen's academic achievements include three Psychology and Education degrees and he is currently a PHD Student at the University of Newcastle.

Stephen is an industry specialist in human capital management, learning and development, eLearning strategies, workforce design, organisational development and change management. This specialised experience has been developed from over twenty years in a education and training environments ranging from aircraft technical training, vocational education at TAFE NSW, undergraduate leadership development at the Australian Defence Force Academy (ADFA), training standardisation and support, through to management of learning and development with BAE.

Guiding many people through the development of their own careers and facilitating the personal and professional development programs for individual career progression, Stephen has developed numerous individual and role based career frameworks, human resource management systems, designing performance and development management systems. To achieve these successes he has excelled in the sphere of leadership development and developing employee value propositions. Further, as an enterprise level manager Stephen has developed organisational policies and procedures, enterprise agreements, industrial relations resolution, and implementation of Oracle ERP systems. Stephen's performance in this area is underscored by his strategic and proven methodologies that engage and empower stakeholders at all levels.

In 2004 Stephen became the 'Technical and Engineering Training Manager - Aerospace' for BAE Systems Australia based out of Williamstown, Newcastle. In the same year Stephen became the published author of 'Air Power Doctrine Education' for the RAAF Air Power Development Centre. Having spent 10 years in BAE Stephen managed a number of great successes including one of BAE's new apprentice initiatives. Throughout this period BAE went through a number of structural changes and in 2013 Stephen became the Williamstown Learning and Development Coordinator.

During this period Stephen also became Chair of the Hunter Skills Development Network for the Australian Industry Group and an industry adviser for the Manufacturing Education Program Steering group as a member of the Hunter Industry Leaders Council, and a member of the Australian Aviation Industry Education and Training Working Group.

In 2017 Stephen joined VIZIONX as the Head of Defence Safety Branch where he is responsible for establishing VIZIONX as the Defence industry Safety specialist for all three services and industry at large.

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