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This global report compiles professional reflections from ATSEP members across all IFATSEA regions. It presents a comparative overview of common values, professional insights, and recurring themes identified from responses worldwide. The question presented was: **“What professional advice would you give yourself if you could go back in time to your first year as an ATSEP?”**

### Executive Summary

The (120) responses reflect the unity and professionalism of ATSEP members around the world. Regardless of geography, themes such as lifelong learning, teamwork, professionalism, and adaptability are consistent. This report provides a global perspective with insights from the Americas, Europe, Africa, and Asia Pacific.

### Participating Countries

Albania, Angola, Argentina, Austria, Belgium, Bermuda, Burkina Faso, Canada, Czech Republic, Dominican Republic, Germany, Indonesia, Kenya, North Macedonia, Morocco, México, Niger, Nigeria, Norway, Portugal, RD Congo, Romania, Serbia, Slovakia, South Africa, Switzerland, Tunisia, United States.

## Key Themes and Subthemes

- Continuous learning: 58 mentions
  - - Formal education
  - - Peer learning
  - - Technical updates
- Teamwork & communication: 16 mentions
  - - Cross-department collaboration
  - - Mentorship
  - - Information sharing
- Professionalism & ethics: 18 mentions
  - - Ethical conduct
  - - Respect and accountability
- Adaptability & innovation: 11 mentions
  - - Keeping pace with technology
  - - Flexibility under pressure
- Career planning & development: 16 mentions
  - - Goal setting
  - - Career direction
  - - Personal development
- Mentorship & guidance: 12 mentions
  - - Seeking mentorship
  - - Offering guidance
- Work-life balance: 8 mentions
  - - Managing workload
  - - Personal well-being



Figure 1 – Distribution of global key themes among ATSEP reflections.

## Global Insights

Indonesia: "I would tell myself to always remain humble enough to learn and disciplined enough to improve every day. It's not just about repairing equipment, but about understanding its importance to flight safety and the trust of those who depend on us. Take advantage of every experience, listen to those who know more, and share what you learn with those who come after you. Professional growth isn't just about technique, but about the attitude with which you serve."

Bermuda: "Become a sponge and soak in as much knowledge as you can. Determine what your goal is and develop a plan to get there. Be reliable, develop your skill set fully, understand your responsibilities, and be the most knowledgeable about the systems you support."

## Regional Insights

### Americas

*Main themes observed:* Continuous learning (7), Professionalism & ethics (4), Career planning & development (4), Teamwork & communication (1), Work-life balance (1)

Canada: "Learn everything you can from everyone you can. Be curious not only towards your job, but what others are doing, not just in your field, but in the whole aviation industry."

República Dominicana: "I would tell myself to stay humble and keep learning every day. Being an ATSEP isn't just about fixing equipment but about understanding how our work keeps flights safe and people connected. Listen to those with more experience, share what you learn, and always do your best with integrity. Growth comes not only from technical skills, but from the attitude you bring to your work.

United States: "Always look for ways for continuous improvement in everything you do and maintain professional currency through continuing education"

Argentina: "Listen to everyone; everyone has something to teach us. Don't lose the opportunity to believe in your goals. Ask yourself if the decision you are taking is going to make you feel closer to a better ATSEP."

## Africa

*Main themes observed:* Continuous learning (4), Mentorship & guidance (2), Career planning & development (1), Adaptability & innovation (1), Work-life balance (1)

Nigeria: "As an ATSEP new in the job, I will advise myself to train myself in what ever way possible without waiting for training from the government. Doing that you place yourself far ahead of time, you can ask your senior colleagues for some of their training manuals which they have done before and drill them with questions, equally make research and familiarize with ICAO documents, that puts you on a sound footing and will spur you to be more interested on developing yourself."

Nigeria: "Build capacity and document of all success to help the future. There are a lot of successful feats that I have gone through without documenting them. I wish I could get those moments back."

South Africa: "I do not have to serve in a Board or management role to recognise that I can lead."

## Asia Pacific

*Main themes observed:* Continuous learning (25), Adaptability & innovation (8), Career planning & development (8), Teamwork & communication (6), Professionalism & ethics (4), Mentorship & guidance (3), Work-life balance (3)

Indonesia: "Having a better perspective on operations side, how CNS Equipment utilized by ATC and Airspace users."

Indonesia: "I would like to improve my skill, learn more about telecommunications technology, completing college abroad."

Tunisia: " Training training training and exchanging information with others."

## Europe

*Main themes observed:* Continuous learning (4), Work-life balance (3), Mentorship & guidance (3), Professionalism & ethics (2), Career planning & development (1), Teamwork & communication (1)

Belgium: "Invest in yourself, have faith, trust the system"

Romania: "Never lose track of your professional aims even in the lowest moments of your career. Be brave, speak up and always give yourself time to learn from mistakes."

Serbia: "Only self-aware strong individual, with professional competence will be able to cope with work related stress and everyday challenges. Use older colleagues to gather experience from their mistakes and follow up on all technical incidents even if they are not strictly related to your current job position."

## Conclusion

The reflections gathered from ATSEP professionals around the world reveal a shared commitment to excellence, learning, and integrity that transcends borders. Despite differences in infrastructure, resources, and operational contexts, the same professional values are consistently expressed — dedication to safety, pride in technical expertise, and the drive to keep evolving with technology.

These insights reaffirm the strength and cohesion of the global ATSEP community under IFATSEA. They highlight how collaboration, mentorship, and continuous development remain the foundation of our profession's resilience and growth. As aviation systems advance and new challenges emerge, this collective wisdom will continue to guide IFATSEA's mission: ensuring that ATSEP professionals everywhere remain at the forefront of safety, innovation, and service to the international aviation community.

Sincerely,



Michel Gaulin  
IFATSEA Regional Director of the Americas

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