



Position title	Chief Executive Officer, AST Telecom LLC dba Bluesky Communications
Location:	Nuuuli, American Samoa
Reports to:	Board of Directors, AST Telecom LLC
Main purpose:	To lead the business of AST Telecom dba Bluesky Communications
Total Company Staff	110
LEADERSHIP CHARACTERISTICS AND EXPERIENCE	<p>The ideal candidate will be able to demonstrate the following competencies:</p> <p>Strategic Thinking, Planning and Execution - a breadth of vision and an ability to think systemically anticipating situations and recognizing and seizing opportunities to create value. Able to articulate an inspiring and compelling vision and direction for the Company.</p> <p>Commercial Acumen - financially and commercially astute and savvy. Able to understand the economic dynamics of transforming a telecommunications company. At the same time a strong focus on the bottom line. Identify and capitalize on new revenue streams. Optimize existing revenue performance. Drive aggressive sales and marketing strategies.</p> <p>Partnering - demonstrated ability to build strategic government, business and community partnerships evidencing the acumen to negotiate complex agreements/alliances with potential partners of the company for mutual benefit.</p> <p>Transformational Leadership - is a visionary and dynamic leader and change catalyst who is experienced and able to drive and manage transformational change effectively across a range of dimensions e.g. organizational, people, systems, technology, processes, culture, etc.</p> <p>Stakeholder and Relationship Management - possess a natural ability to build and sustain rapport and effective relationships with a full range of stakeholders including customers, employees, government and community leaders, Board Members, and shareholders. Professional, mature and rational in all aspects of communication and actions that reflect Bluesky's values.</p> <p>Innovation Focused – Capable of driving the innovation for the growth of the organization in a sustainable manner.</p>
LEADERSHIP QUALITIES	<p>The ideal candidate will be able to demonstrate the following leadership qualities:</p> <ul style="list-style-type: none"> • Drives and achieves organizational results • Demonstrates perseverance to do what must be done to produce the best long-term results,

	<ul style="list-style-type: none"> • Sets the standard of building an enduring great company • Demonstrates a professional and personable demeanor that isn't boastful, or disrespectful. • Acts with calm determination; relies principally on inspired standards. • Channels ambition into the company, not the self; sets up successors for even greater success in the next generation. • Makes sound decisions and takes appropriate actions aligning to the values of the organization; able to analyze all the facts and information, understand all viewpoints and weighing the consequences or outcomes accordingly. • Demonstrates ability to build a healthy and collaborative work environment and not instigate conflict. • Focuses on the betterment of the team and the company as a whole • Ability to earn the respect of the team as a trustworthy, dependable, genuine and visionary leader.
Stakeholder Relationships	Internal <ul style="list-style-type: none"> • AST Board and Directors • ATH Executives • AST Management Team and Staff • ATH Group Companies Management and Staff
	External <ul style="list-style-type: none"> • Government: Governor, Lt. Governor, Staff of the Governor's office, Am. Samoa Department Directors or Executives, Senators, House of Representatives • Community leaders: Village leaders, council members, matais, non-profit organizations, community organizations, landowners • Business Community: Chamber of Commerce, Rotary, Business Owners, etc. • Key Customers • Key Partners, Suppliers/Vendors
Key Responsibilities	
<p>A. Leadership and Strategic Direction</p> <ul style="list-style-type: none"> • Lead the development and implementation of annual and long-term corporate plans for ASTT. • Lead the development of ASTT commercial policy and strategy for relevant services. • Develop excellent working relationships with Am. Samoa Government and relevant government officials. • Lead the development of key people processes including the development of the employment value proposition, corporate behaviors, values and culture of ASTT. • Champion the company corporate values and culture at all levels of the organization. • Embed a strong "Customer First" focus across the whole organization. • Set and communicate high standards of performance and behavior. • Encourage staff innovation and efficiency. • Develop and lead the management team (including succession planning for key roles in the organization). • Lead the change of business mentality to ambitious and competitiveness. • Responsible for achieving key operational metrics, including but not limited to: <ul style="list-style-type: none"> ◦ Growth of revenue figures and management of operating costs to meet and exceed budgeted EBITDA for each year. 	

<ul style="list-style-type: none"> ◦ Financial targets, including top-line revenue growth, cost containment, and net income ◦ Customer service and satisfaction measures; ensure quality control of all company output as pertains to customer acquisition and delivery of services ◦ Drive Company to achieve and exceed sales, profitability, and business goals and objectives ◦ Network reliability measures ◦ Develop and implement new, profitable revenue streams; oversee the rapid development and deployment of new products and services ◦ Monitor all board approved projects and operational activities to ensure completion within budget and stated timeframes. ◦ ASH Cable Co - support operational and administrative needs
<p>B. Planning, Budgeting and Reporting</p> <ul style="list-style-type: none"> • Preparation of annual budgets and business plan. • Preparation of annual statement of corporate intent. • Preparation of reports required by the ATH Group. • Interact with relevant Group Executives that support the Company in respect of reporting, forecasting and capital allocation for investment (Note: Capex allocation must be approved by the Board of Directors of the Company.) • Operation of the company on a sound and profitable basis. • Ensure that the external audit process of each financial year is completed within the timeframe indicated by the Controlling Holding Company of ASTT, Amalgamated Telecom Holdings, Limited. • Submit required reports and budgets to the Controlling Holding Company of ASTT, Amalgamated Telecom Holdings, limited at agreed timeframes during the financial year to enable timely preparation and disclosure of group financial reports.
<p>C. Corporate Governance</p> <ul style="list-style-type: none"> • The Chief Executive Officer is responsible to the Board of Directors. • Ensure Board compliance with principles of corporate governance. • Monthly Board reports to be reported to the Board and to the Controlling Holding Company of ASTT, Amalgamated Telecom Holdings, Limited. • Regularly communicate corporate governance matters to Regional Office. • Lead Board discussions on behalf of Management. • Take on directorships of affiliated companies as necessary for the management of the Employer's business.
<p>D. Relationship with Amalgamated Telecom Holdings, Limited Group Companies</p> <ul style="list-style-type: none"> • Collaborate with the Group companies and teams to develop and implement plans and processes to support growth objectives of the Group and achieve its vision and purpose. Work with the Head office and other Group companies to achieve synergies and efficiencies.
<p>E. Financial Management</p> <ul style="list-style-type: none"> • Ensure overall financial resources are utilized effectively in a manner that enhances shareholder value while balancing the necessary business risks. • Demonstrate value by identifying efficiencies in systems and processes and eliminating waste. • Deliver business results on time and to target. • Effective and continual delivery of revised financial targets and forecasts within ASTT dynamic performance management framework. • Utilization of specialist resources to assist with delivery of financial management and performance management requirements.

<ul style="list-style-type: none"> • Monitor and report monthly forecast to actual trends. • Compile statistical analysis to assist with the accuracy of future planning requirements.
<p>F. Marketing / Sales</p> <ul style="list-style-type: none"> • Work with department heads to ensure that the implementation of sales and marketing strategies is properly executed. • Work with department heads to achieve strategic marketing and sales goals related to driving growth of the business across all platforms resulting in recognizable value in the customer base and profitable business results. • Advocate and support sponsorships that align to business objectives.
<p>G. Company Employment</p> <ul style="list-style-type: none"> • Work with HR Manager on employment and HR matters as applicable. • Work with HR Manager to review, implement and manage organizational structuring. • Work with HR regarding staff issues including relevant staff training staff in their respective fields. • Work with HR Manager to review and implement applicable HR policies in accordance to US and local employment laws to ensure compliance and sound business operations. • Work with HR to drive policies and programs that make Bluesky the premier "Employer of Choice" in Am. Samoa.
<p>H. Public Relations</p> <ul style="list-style-type: none"> • Ensure that the development and implementation of the company's PR strategies are done properly. • Develop organizational supportive working relationships with industry, government and other relevant external stakeholders. • Promote the brand and image of the organization.
<p>I. Compliance Requirements</p> <ul style="list-style-type: none"> • Ensure the company's operations strictly comply with all applicable US laws, regulations, and industry standards, with a particular emphasis on US Federal Communications Commission (FCC) rules and policies. • Business Compliance: Ensure a sound understanding of and demonstrate commitment to comply with all local and federal legislation, all ASTT policies relevant to your role and all activities undertaken in that role. • Health and Safety: Champion safety program to promote employees and customers to work in a safe environment and follow all company and workplace Health and safety procedures.
<p>J. Relationship with Customers</p> <ul style="list-style-type: none"> • Regular visits to all key customers; knowledgeable of account plan maintained for each of these customers. • Be available and accessible to key Customers and Partners that have any particular issues with ASTT services and arbitrate as necessary any disputes to avoid major disputes and/or litigation where possible.
<p>K. Relationship with all major Stakeholders</p>

<ul style="list-style-type: none"> • Maintain good relationships with all Government and Regulatory stakeholders. • Productive relationships with shareholders (ATH Group, corporate customers, government representatives) and Key Vendor suppliers. • Manage the relationships with other market and industry leaders to mitigate ASTT risks.
<p>L. Team Participation</p> <ul style="list-style-type: none"> • Take accountability for team deliverables. • Demonstrate an ownership culture and provide empowerment to own and resolve issues. • Contribute to articulating an integrated business plan with clear team goals and demonstrate buy in to delivering the plan and goals identified. • Collaborate with management and staff to problem solve, add value and address any variations in expectations, deliverables or accountabilities. • Articulate opportunities for stakeholders to assist in continual improvement of services. • Communicate ideas, thoughts and information to team members and across the organization. • Seek feedback on information. Act as an information conduit. • Always offer constructive criticism and seek solutions to problems and issues.
<p>M. Team Management</p> <ul style="list-style-type: none"> • Develop and maintain a high performing team, engendering pride and loyalty. • Identify and enhance specialist skills required to meet the teams' accountabilities, support the ongoing development of those skills to ensure high performance to industry best practice. • Identify skill shortfalls and/or deficiencies and implement mitigation until permanent resolution can be implemented. • Develop cross skilling within team and across the Company to manage risks and provide career enhancement within any foreseen opportunities. • Support mentoring and personnel development. • Through best practice management create an "Employer of Choice" environment, which will attract Industry specialists and talent to ASTT Communications.

Selection Criteria
<p>Functional:</p> <ul style="list-style-type: none"> • Bachelor's Degree in Business Administration, Finance, Engineering, Computer Science, Telecommunications or other related discipline • MBA preferred • Minimum of 10 years of progressive leadership experience in the telecommunications industry, with at least 5-7 years in an equivalent senior executive role (e.g., CEO, COO, CFO, VP). • Proven ability to build, manage and lead a successful team • Proven ability to work with Boards of Directors and shareholders • Excellent commercial and finance experience at a senior level • Understanding of governance frameworks, their purposes and best practice requirements • Ability to determine policy and compliance requirements/needs across group, assist in development, coordination and monitoring to a best practice standard <p>Knowledge</p>

- In-depth knowledge of mobile, wireless internet services and information technologies including practical experience with deployment, optimization and operation of medium to large size networks
- In-depth knowledge and experience with the full spectrum of FCC regulations
- Significant experience in regulated industries and implications of regulation
- Understanding of telecommunications technologies
- Excellent understanding of the interplay between a private company and public sector
- Confident in business environments

Skills

- Exceptional leadership and management skills with a focus on securing strategic relationships with employees, customers, government officials, vendors and industry partners
- Outstanding communication, presentation and interpersonal skills
- Strategic thinker and communicator
- Policy analysis
- Commercial and sound judgment
- Negotiation skills
- Excellent written and verbal communication
- Proven ability to influence
- Ability to balance competing interests
- Ability to lead and to act as a team member
- Governance
- Computer skills
- Problem solver