In 1975, Joe Sultana graduated with an Engineering Degree from the University of Malta and joined the Air Traffic Services Unit in Malta. In 1982, he was appointed Head of Air Traffic Services in the Maltese Department of Civil Aviation. He became Deputy Director of Civil Aviation in 1984 responsible for the Air Traffic Services organisation.

Joe Sultana joined EUROCONTROL in 1991 as an Airspace Management Expert coordinating Airspace and Navigation projects.

From 1998 until December 2002, Joe Sultana was EUROCONTROL's RVSM Programme Manager with successful implementation of RVSM in 41 States.

In 2003, Joe Sultana led the Business Division Network Capacity. He later led the Airspace, Network Planning and Navigation Division.

In 2008, Joe Sultana joined the Central Flow Management Unit as Head of Operations. In January 2009 he became Deputy Director CFMU responsible for Network Operations and Information Management.

In 2011, Joe Sultana was promoted to Director of the Agency as Chief Operating Officer within the Directorate Network Management. Since July 2013, Joe Sultana is the Director Network Manager responsible to fulfill the role of the Network Manager established with the Single European Sky.