



## VACANCY ANNOUNCEMENT

Published 22 August 2023

The Eswatini Civil Aviation Authority (ESWACAA), a Category A public enterprise seeks to employ a suitably qualified, experienced and willing to learn candidate for the position of **Designate Director Flight Safety Standards**. The position is available immediately and is tenable in Matsapha, Eswatini.

### JOB PURPOSE:

This is an executive development position in which the successful candidate will be enrolled on fixed term development programme in readiness for the Flight Safety Standards Director (FSSD) role. On successful completion of the development programme, the incumbent will be eligible for appointment into the Director Flight Safety Standards position.

For the duration of the development programme the incumbent will understudy the current Flight Safety Standards Director with delegated responsibility of regulating and supervising Eswatini's aviation activities to ensure a safe, efficient and regular operation of air services that is attained in line with the relevant Chicago Convention Articles, its Annexes and International Civil Aviation Organisation (ICAO) Standards and Recommended Practices (SARPs).

The incumbent will:

- Manage and continuously improve a robust Eswatini's Safety Oversight System in line with ICAO Standards and Recommended Practices (SARPs).
- Be at the forefront in the implementation of programmes and projects aimed at improving the Eswatini Effective Implementation (EI) level.
- Develop and implements Policies, Regulations and Procedures for the Flight Safety division.
- Develop and oversee implementation of strategic intent for the Flight Safety oversight function in line with organisational strategy.

- Oversee the operations of the Flight Safety Standards Division and ensure that the division's employees are adequately qualified, optimally performing and that development programmes are effectively implemented.
- Prepare and manage the divisional budget.
- Set up standards in the implementation of all Regulations relating to Personnel Licensing (PEL), Flight Operations (OPS) and Airworthiness (AIR).
- Develop technical guidance material including processes, procedures, checklists and forms for oversight purposes and those issued to Flight Safety staff.
- Implement Certification, Surveillance, Resolution of Safety programmes and plans and ensure effective implementation of ICAO SARPS.
- Coordinate enforcement action on AOC holders, AMOs, PEL holders and other operators in accordance with the Enforcement Policy.
- Be the Focal Person and respond to ICAO State Aviation Activities Questionnaire (SSAQ), Compliance Checklists (CC) and Protocol Questions (PQ) with reference to the ICAO SARPs and the National Aviation Regulations in accordance with the 8 critical elements for USOAP CMA.
- Be the Focal person on OPS, AIR and PEL related incident and accidents when requested for response by the Aircraft Accidents and Incidents Investigation Coordinator (AAIIC).
- Work closely with the FSSD and execute delegated FSSD duties for development purposes.
- Conduct inspection and trainings in an area of specialty when required.

## **QUALIFICATIONS AND EXPERIENCE:**

The ideal candidate must meet the following minimum requirements;

### **(i) Education:**

- A Bachelor's Degree or equivalent from a recognized university in the following fields: Civil Aviation Management or ATPL/CPL/Flight Engineer or Aircraft Maintenance Engineers License.
- Government Safety Inspector's (PEL, OPS or AIR,) Courses
- Completed ICAO Five Core Courses or equivalent as Inspector
- Certificate in Managing the Safety Oversight Function

### ***Added Advantage:***

- Having been a Pilot in Command of an Airline
- Being an Instructor/Designated Examiner
- Rated on a medium or large size jet aircraft

**(ii) Work Experience**

- Seven (7) years' experience in managing aviation safety oversight in areas of PEL, OPS or AIR
- Signed out CAA inspector in OPS or AIR or PEL
- 2 years of work experience at management level of Aviation Safety Oversight

**(iii) Other requirements**

- Full Aviation Security Clearance.

**SKILLS, KNOWLEDGE AND PERSONAL ATTRIBUTES:**

The ideal candidate must demonstrate the following competencies, knowledge and personal attributes:

- High level of integrity
- Good interpersonal skills
- Good leadership and communication skills
- Ability to establish and maintain relationships with both internal and external stakeholders
- Ability to exercise sound judgment with a high degree of integrity
- Ability to resolve conflicts
- Extensive knowledge of the Eswatini Civil Aviation Act and operating
- Regulations and associated procedures
- Full understanding of the ICAO Standards and Recommended Practices
- Full understanding of the Universal Safety Oversight Programme (USOAP)
- Continuous Monitoring Approach (CMA)

Applications with complete up-to-date Curriculum Vitae, certified copies of academic certificates/ professional accreditations, must be emailed to [recruitment@eswacaa.co.sz](mailto:recruitment@eswacaa.co.sz) no later than Thursday , 31 August 2023. The email subject should be **"Designate Director Flight Safety Standards"**.

**N.B:** Only emailed applications will be considered.

Only shortlisted candidates will be contacted.