



VACANCY ANNOUNCEMENT - CHIEF AIR TRAFFIC CONTROL & SEARCH AND RESCUE OFFICER

(PUBLISHED 12th AUGUST 2026)

Eswatini Civil Aviation Authority (ESWACAA), a Category A Public Enterprise responsible for the regulation of Civil Aviation in the Kingdom of Eswatini and the operation of King Mswati III International Airport. ESWACAA carries out its mandate in conformity with International Civil Aviation Organisation's (ICAO) Standards and Recommended Practices (SARPs).

ESWACAA invites suitably qualified and experienced candidates to apply for the position of **Chief Air Traffic Control & Search and Rescue Officer** tenable in the Air Navigation Services Department. The position reports to the **Manager Air Navigation Services** and will be stationed at King Mswati III International Airport (Sikhuphe).

1. JOB PURPOSE

The Chief Air Traffic Control & Search and Rescue Officer is responsible for planning, managing, monitoring, and continuously improving Air Traffic Services (ATS) and Search and Rescue (SAR) operations within Eswatini airspace. The role provides operational leadership, ensures regulatory compliance, manages personnel and resources, and supports the strategic development of ATS and SAR services in accordance with Civil Aviation (Air Traffic Service) Regulations, Search and Rescue Orders, and ICAO Standards and Recommended Practices (SARPs).

Air Traffic Services Operations

The Incumbent will:

- Supervise the provision of safe, efficient, and cost-effective air traffic management services while ensuring compliance with regulatory requirements and established performance targets.
- Manage ATS operations during contingency, emergency, and crises to ensure continuity of service.
- Implement ATM transformation initiatives, procedures, and operational improvements aligned with ESWACAA's strategic objectives.
- Manage departmental resources, including budgets and personnel, to ensure optimal allocation and utilization of resources.
- Lead, mentor, and develop operational personnel while maintaining required competency standards and licensing requirements.

- Participate in the strategic planning and implementation of future CNS/ATM systems, procedures, and technologies.
- Improve the delivery of Air Traffic Services through cost-effective, performance-based operations that meet stakeholder and customer expectations.
- Coordinate with national and international aviation stakeholders, including regulatory authorities, airlines, aerodrome operators, meteorological services, and air navigation service providers to enhance ATM operations.
- Prepare and submit monthly, quarterly, and annual operational reports to the Manager Air Navigation Services.
- Develop, administer, and monitor the departmental budget to support operational and strategic objectives.

Search and Rescue Operations

- Develop and implement a Search and Rescue Plan, and maintain a Search and Rescue system capable of responding to aircraft distress,
- Coordinating and monitoring search and rescue activities in line with National regulations, Civil Aviation Search and Rescue Order, policies, standards, and procedures required under ICAO Annex 12.
- Establish and maintain a Search and Rescue Coordination Sub-Centre (RSC) as required by Regulation 40 of the Eswatini Regulations 2013.
- Maintain Bilateral Agreements with neighbouring States to facilitate Search and Rescue technical cooperation and operational interoperability.

2. QUALIFICATIONS AND EXPERIENCE

The ideal candidate must meet the following **Minimum** requirements:

i) Professional Qualifications and Licences

- Bachelor's degree in Air Traffic Management, Aviation Management, or a related field.
- Approach Radar Control Rating/Certification.
- Approach Procedural Control Rating/Certification.
- Aerodrome Control Rating/Certification.
- On-the-Job Training Instructor (OJTI) Certification.
- SAR Mission Coordinator (SMC) Certification.
- Performance-Based Navigation (PBN) for Air Traffic Controllers Certification.
- ICAO English Language Proficiency Level 4 or higher.
- Valid Air Traffic Control Licence with Aerodrome Control, Approach Procedural Control, and Approach Radar Control ratings.
- Valid Class 3 Medical Certificate.

ii) Work Experience

Minimum:

- At least five (5) years' experience as a licensed Approach Procedural and/or Radar Controller with an OJTI rating.

- At least three (3) years' experience in a supervisory or management position within Air Traffic Services, preferably at Principal Air Traffic Control Officer level or equivalent.
- Demonstrated experience in Search and Rescue operations and coordination.

Added Advantage

- Private Pilot Licence (PPL)
- Qualification or experience in Safety Management Systems (SMS).
- Qualification or experience in Quality Management Systems (QMS).
- Leadership and Management Training Certificate.
- Mass Rescue Operations (MRO) Certificate.
- ATC Examiner Certificate
- Search and Rescue Administrators Certificate.

(i) Other requirements

- Full Aviation Security Clearance.

3. SKILLS, KNOWLEDGE, AND PERSONAL ATTRIBUTES

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

Leadership Competencies

- Leadership and people management skills.
- Strategic planning and execution skills.
- Decision-making and problem-solving skills.
- Change management capabilities.
- Time management and organizational skills.

Technical Competencies

- Air Traffic Management and Operations.
- Search and Rescue Operations and Coordination.
- Safety Management Systems.
- Quality Management Systems.
- Operational planning and competence management.
- Stakeholder relationship management.

Behavioural Competencies

- Excellent communication and presentation skills.
- Strong interpersonal and relationship-building skills.
- Analytical thinking and sound judgement.
- High integrity and professionalism.

Knowledge Requirements

The ideal candidate should possess sound knowledge of:

- Civil Aviation Regulations and ICAO Standards and Recommended Practices (SARPs).
- Air Traffic Management concepts, Airspace Management, CNS/ATM systems, and ICAO Aviation System Block Upgrades (ASBU).
- Performance-Based Navigation (PBN) implementation.
- Safety Management Systems and Risk Management principles.
- Aeronautical Search and Rescue Standards, Regulations, Plans, and Procedures.
- Aviation Security Management and ATM Security Programmes.
- Fatigue Risk Management Systems.
- Aviation Meteorology and Automated Weather Observing Systems (AWOS).
- Aviation Accident and Incident Investigation.
- Occupational Health and Safety requirements.
- Human Capital policies and Information Systems.

Applications with complete up-to-date Curriculum Vitae, and certified copies of academic certificates/professional accreditation must be emailed to recruitment@eswacaa.co.sz no later than **Friday, 21st August 2026**. Please quote the **“Chief Air Traffic Control & Search and Rescue Officer”** position in the email subject line.

N.B. Only emailed applications will be admissible.

Only shortlisted candidates will be contacted.