



## VACANCY ANNOUNCEMENT- MANAGER AERODROMES (AGA) AND AIR NAVIGATION SERVICES (ANS) STANDARDS

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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 **Manager Aerodromes (AGA) and Air Navigation Services (ANS) Standards** tenable in the Flight Safety Standards Division (FSSD). The position reports to the **Director Flight Safety Standards**. The successful candidate will be stationed in Matsapha (ESWACAA Head Office) with frequent travel to air transport operators, clients and stakeholders.

### 1. JOB PURPOSE:

To drive, monitor, and ensure the effective implementation and continuous improvement of the Authority's aviation safety strategy and Eswatini's safety oversight system for the Aerodromes (AGA) & Air Navigation Services (ANS) aviation sectors.

### Key Responsibilities

The incumbent will be expected to:

- Coordinate the development, revision, maintenance, and implementation of regulations, rules, and procedures for AGA & ANS.
- Review and recommend amendments to Civil Aviation legislation to comply with national, regional, and ICAO requirements.
- Engage various stakeholders in the civil aviation rule making process.
- Optimise the effectiveness of the safety oversight system across the AGA and ANS sectors, including the oversight of internal and external meteorological service providers.
- Maintain strict separation of functions and manage mechanisms to prevent perceived, potential, or actual conflicts of interest.
- Prepare and control the department's budget in alignment with cost controls.

- Oversee the ANS department's participation in establishing standard procedures for licensing air traffic controllers.
- Oversee a surveillance programme for flight procedure design (FDP) service providers.
- Plan, develop, and execute training plans and maintain up-to-date training records for departmental personnel.
- Ensure regular inspections of approved training organisations (ATOs).
- Oversee the implementation of technical guidance materials (checklists, processes, and forms).
- Oversee the dissemination of safety-critical information and the oversight of aeronautical information service providers.
- Oversee routine and ad-hoc inspections on aerodromes and ANSPs, including verification of communication, navigation, and surveillance (CNS) infrastructure, airspace structure changes, and flight procedures.
- Manage the timely processing of Aerodrome Operations Certificates and ANSP Certificates. Recommend enforcement actions in accordance with the Enforcement Policy.
- Assign internal teams for the CAA investigation of AGA & ANS incidents and accidents, participate in State investigations, and review and approve root cause analyses and final investigation reports.
- Serve as Eswatini's Focal Point on matters related to AGA & ANS.
- Manage periodic self-assessments, keep the State Aviation Activity Questionnaire (SAAQ) updated, and ensure timely closure of unsatisfactory Protocol Questions (PQs) and swift responses to ICAO, AFCAC, and SASO State Letters.
- Ensure compliance with health and safety regulations, environmental protection laws, and quality management standards across operations.
- Manage the Online Framework (OLF) in areas of AGA and ANS in coordination with the National Continuous Monitoring Coordinator (NCMC).

## 2. QUALIFICATIONS AND EXPERIENCE:

The ideal candidate must meet the following minimum requirements.

### (i) Qualification

- BSc in Aviation Management, Air Traffic Management, Civil Engineering, Aeronautical Engineering, Electronics, Aeronautics, Aviation Science, or a relevant field.
- Completed a Government Safety Inspector's course in ANS **OR** an ICAO Aerodrome Certification course.
- Completed the ICAO Core Courses for ANS or AGA Inspectors.
- Signed out CAA Inspector in ANS or AGA.

**(ii) Added Advantage**

- Postgraduate qualification in Project Management/ Leadership/ Aviation
- USOAP-CMA Auditors Course in AGA or ANS
- Licensed Instructor or Designated Examiner

**(iii) Work Experience**

- Six (6) years' experience in ANS or AGA safety oversight, of which a minimum of two (2) years must have been as team leader (Lead Inspector).

**(iv) Other requirements**

- Full Aviation Security Clearance.

**3. SKILLS, KNOWLEDGE, AND PERSONAL ATTRIBUTES:**

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

- Stakeholder engagement and customer centricity skills.
- Good interpersonal skills
- Excellent business communication skills.
- Effective team player and leader
- Leadership, financial planning, audit techniques, project management and performance management capabilities.
- Analytical, problem solving and conflicts management
- Excellent knowledge of the Eswatini Civil Aviation Act, operating regulations, ICAO's functions, SARPs, and the Universal Safety Oversight Audit Programme (USOAP) Continuous Monitoring Approach (CMA).
- Excellent knowledge on the development of regulations and technical guidance material.

Applications with complete up-to-date Curriculum Vitae, certified copies of academic certificates/professional accreditation, must be emailed to [recruitment@eswacaa.co.sz](mailto:recruitment@eswacaa.co.sz) not later than **Monday, 22<sup>nd</sup> June 2026**. Please quote the position of **"Manager Aerodromes (AGA) and Air Navigation Services (ANS) Standards"** in the email subject line.

N.B. Only emailed applications will be admissible.

Only shortlisted candidates will be contacted.

All applications should be in PDF format not exceeding 11MB. Zipped or compressed files are not admissible.