



VACANCY ANNOUNCEMENT- MANAGER FLIGHT SAFETY (OPS, AIR & PEL)

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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 Flight Safety (OPS, AIR & PEL)** 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 Flight Operations (OPS), Airworthiness (AIR), and Personnel Licensing (PEL) sectors.

Key Responsibilities

The incumbent will be expected to:

- Coordinate the development, revision, maintenance, and implementation of regulations, rules, and procedures for OPS, AIR, and PEL.
- Review and recommend amendments to Civil Aviation legislation to comply with national, regional, and ICAO requirements.
- Optimise the effectiveness of the safety oversight system and oversee departmental work plans.
- Prepare and control the department's budget in alignment with the strategic plan and cost controls.
- Ensure strict structural independence between the regulatory function and service providers.
- Oversee standards for the licensing of flight crew, aircraft maintenance personnel, air traffic controllers, and dispatchers.
- Oversee the implementation of training needs assessments, training programmes, and record-keeping systems for internal technical personnel.

- Ensure the department is adequately staffed with qualified inspectors.
- Oversee the development, availability, and implementation of technical guidance materials (processes, procedures, checklists, and forms) and ensure stakeholders have seamless access to safety-critical information.
- Oversee routine and ad-hoc inspections, audits, and surveillance on air operators, maintenance organizations (AMOs), and general aviation.
- Oversee the timely issuance or rejection of AOCs, approvals, and specific special operations authorizations (e.g., EDTO, PBN, RVSM). Recommend enforcement actions in compliance with the Authority's Enforcement Policy.
- Assign teams for the internal investigation of aviation incidents and accidents, review root cause analyses and corrective action plans, and recommend the approval of Final Reports.
- Serve as Eswatini's Focal Point for OPS, AIR, and PEL initiatives.
- Oversee periodic self-assessments, manage the timely closure of unsatisfactory Protocol Questions (PQs), and ensure timeous responses to ICAO, AFCAC, and SASO State Letters.
- Ensure compliance with occupational health and safety laws, environmental protection standards, and quality management systems.
- Manage the Online Framework (OLF) in areas of OPS, AIR and PEL in coordination with the National Continuous Monitoring Coordinator (NCMC).

2. QUALIFICATIONS AND EXPERIENCE:

The ideal candidate must meet the following minimum requirements.

(i) Qualification

- A Bachelor's degree or equivalent from a recognised university in Civil Aviation Management or a related field of study.
- An Air Transport Pilot Licence (ATPL) or Commercial Pilot Licence (CPL), with a multi-engine, instrument rating; **OR** an Aircraft Maintenance Engineer (AME) License.
- Completed a Government Safety Inspector's course in OPS or AIR.
- Completed ICAO Five Core Courses or equivalent for Inspectors.
- Signed out CAA Inspector in OPS or AIR.

(ii) Added Advantage

- Postgraduate qualification in Project Management/ Leadership/ Aviation.
- USOAP-CMA Auditors course in OPS or AIR.
- Experience as a Pilot-in-Command in an Airline.
- Type-rated on the EMB-135/145 and/or the A340 aircraft series, or rated on a medium/large size jet aircraft.
- Licensed Instructor or Designated Examiner.

(iii) Work Experience

- Six (6) years' experience in OPS or AIR safety oversight, of which a minimum of two (2) years must be 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.
- Excellent business communication skills.
- Leadership, financial planning, project management, audit techniques, performance management, and conflict resolution capabilities.
- Deep understanding of the Eswatini Civil Aviation Act, operating regulations, ICAO, SARPs, and the Universal Safety Oversight Audit Programme (USOAP) Continuous Monitoring Approach (CMA).
- Working knowledge of corporate governance, organizational design, and Eswatini labour laws.
- High integrity, impartiality in execution of duties, sound judgment, excellent cross-cultural communication, and the ability to guide teams under operational pressure.

Applications with complete up-to-date Curriculum Vitae, certified copies of academic certificates/professional accreditation, must be emailed to recruitment@eswacaa.co.sz not later than **Monday, 22nd June 2026**. Please quote the position of "**Manager Flight Safety (OPS, AIR & PEL)**" 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.