



VACANCY ANNOUNCEMENT: PROJECT MANAGER - NATIONAL CONTINUOUS MONITORING COORDINATOR (NCCM)

(FIXED-TERM CONTRACT)

(PUBLISHED 22nd JULY 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 **Project Manager - National Continuous Monitoring Coordinator (NCCM)** tenable on a **Fixed-Term Contract** within the **Internal Audit Department**. The position reports to the **Manager Internal Audit**. 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 lead and coordinate the Kingdom of Eswatini's Universal Safety Oversight Audit Programme (USOAP) Audit Readiness and Continuous Monitoring activities. NCCM shall be responsible for Submission, maintenance, and/or update of information, either on the USOAP Online Framework (OLF) on an ongoing basis or in response to a specific request from ICAO and shall coordinate internally, such as with safety oversight and accident and incident investigation entities, as well as technical experts in all audit areas, to ensure accuracy and validity of the information.

The incumbent will be responsible for conducting Internal State Safety Audits, monitoring the implementation of corrective actions, assessing compliance with ICAO Standards and Recommended Practices (SARPs), identifying compliance gaps, and providing independent assurance to Executive Management on the State's level of preparedness for external audits and assessments

Key Responsibilities

The incumbent will be expected to:

- Serve as the primary point of contact with ICAO and ESAF Regional Office before, during, and after all scheduled USOAP CMA audit, validation, and assessment activities.

- Provide internal training on USOAP and the OLF in preparation for USOAP CMA activity, especially to State counterparts and others participating in the activity.
- Develop, implement, and monitor the State Audit Readiness Project Plan, and oversee all activities relating to the State's Continuous Monitoring Programme.
- Plan, coordinate, and conduct periodic Internal State Safety Audits to assess compliance with ICAO SARPs, protocol questions, and other applicable requirements.
- Develop and maintain internal audit programmes, checklists, methodologies, and reporting in line with ICAO SARPs.
- Assist the State in arranging for the appropriate staff from its CAA, or other relevant entities, to be available for interview by the ICAO USOAP team, as required.
- Coordinate, verify, and monitor the implementation and effectiveness of corrective and preventive action plans arising from previous ICAO audits, validation missions, assessments, inspections, and internal reviews.
- Identify compliance gaps, systemic weaknesses, risks, and areas requiring management intervention to improve overall audit readiness.
- Coordinate engagement and facilitate readiness meetings, workshops, simulations, and management reviews with internal and external stakeholders.
- Maintain strict oversight of audit evidence, records, and documentation required to demonstrate compliance with ICAO requirements.
- Prepare comprehensive internal audit reports, findings, recommendations, status dashboards, and readiness assessments for Executive Management.
- Coordinate responses to audit-related requests and information requirements from ICAO and other external stakeholders.
- Provide independent assurance to Executive Management regarding the State's readiness for external assessments.

2. QUALIFICATIONS AND EXPERIENCE:

The ideal candidate must meet the following minimum requirements.

(i) Qualification

- Bachelor's Degree in Aviation Management, Aeronautical Engineering, Aviation Safety Management, Air Transport Management, Project Management, Public Administration, Quality Management, or a related field.
- Lead Auditor qualification or training in auditing methodologies.

(ii) Added Advantage

- ICAO-related training and certifications.
- Project Management certification (e.g., PMP, PRINCE2, or equivalent).

- Experience supporting ICAO audits, validation missions, regulatory assessments, or compliance reviews.
- Training or experience in Quality Management Systems (QMS), Safety Management Systems (SMS), Compliance Monitoring, or Internal Auditing.

(iii) Work Experience

- Minimum of five (5) years' relevant experience in civil aviation safety oversight, aviation regulation, aviation operations, aviation inspections, compliance monitoring, quality assurance, auditing, or a related technical aviation environment.
- Proven experience in project management, audit coordination, quality assurance, compliance monitoring, or continuous improvement programmes.

(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:

- Strong interpersonal skills.
- Proficiency in Microsoft Office applications.
- Strong planning, coordination, analytical, report writing, stakeholder engagement, presentation, and organizational skills.
- Ability to coordinate multidisciplinary teams and engage effectively with stakeholders at all levels of leadership.
- High level of integrity, objectivity, professionalism, strong attention to detail, and absolute confidentiality.
- Ability to work independently and under pressure while meeting strict deadlines in a results-oriented environment.
- Demonstrable knowledge of ICAO Standards and Recommended Practices (SARPs), ICAO Annexes, the Universal Safety Oversight Audit Programme (USOAP), and aviation safety oversight systems.

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 **Friday, 31st July 2026**. Please quote the position of **"Project Manager - National Continuous Monitoring Coordinator (NCMC)"** 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.