



VACANCY ANNOUNCEMENT- SEARCH AND RESCUE COORDINATOR

(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 **Search and Rescue Coordinator** tenable in the Air Navigation Services Department. The position reports to the **Chief Air Traffic Control and Search and Rescue Officer** and will be stationed at King Mswati III International Airport (Sikhuphe).

1. JOB PURPOSE:

To promote aviation safety by coordinating, managing, and directing the functionality of the Search and Rescue (SAR) response during incident and accident operations in accordance with ICAO standards and Annex 12.

Key Responsibilities

The incumbent will be expected to:

- Maintain a 24-hour SAR service and serve as a reliable SAR Point of Contact (SPOC).
- Coordinate rescue operations and maintain seamless cooperation across all role players.
- Consolidate and maintain a database for 406MHz distress beacons (ELT, EPIRB, and PLB).
- Conduct investigations into SAR-related incidents and accidents.
- Analyse post-exercise and post-incident reports to identify systemic weaknesses, subsequently updating the Manual of Air Navigation Services Operations (MANSOPS) to reflect "lessons learned".
- Conduct "tabletop" simulation drills to evaluate the decision-making process of SAR personnel under high-stress, simulated distress scenarios.
- Regularly audit the accuracy of SAR-related aeronautical charts and flight planning data to ensure the most current topography and obstacle information is available to aircrews.
- Oversee the maintenance and calibration of technical SAR-specific software and hardware to ensure they remain compatible with international aviation standards.

- Represent the Authority at regional SAR committee meetings to harmonize procedures with neighbouring countries, ensuring seamless cross-border rescue operations.
- Maintain active communication channels with international bodies (such as ICAO or regional monitoring centres) to integrate new global distress monitoring protocols into local operations.
- Participate in the amendment of Airport Emergency Orders and contribute to organizational SMS goals.
- Conduct regular briefing sessions for departments and external stakeholders regarding procedural amendments.
- Ensure all operations conform to strict Standard Operating Procedures (SOPs), ICAO Annexes, and local legislation.
- Develop and maintain formal Memorandums of Understanding (MOUs) and relationships with key internal and external stakeholders.

2. QUALIFICATIONS AND EXPERIENCE:

The ideal candidate must meet the following minimum requirements.

(i) Qualification

- Certificate in Approach Procedural or Radar Control
- Search Mission Coordinator Course
- Aeronautical Search and Rescue Specialist Course.

(ii) Added Advantage

- Advanced SAR Training
- Instructor/Assessor Certification
- Experience in Emergency Management

(iii) Work Experience

- At least three (3) years of working experience as a licensed Approach-rated ATCO.
- At least two (2) years of working experience as a Search Mission Coordinator

(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:

- Expertise in SAR planning processes, SAR applications, and procurement procedures.
- Proficiency in map reading, plotting, and office management applications.
- Competence in presentation applications and instructional techniques.
- Strong leadership, people management, and problem-solving abilities.
- Critical thinking, spatial awareness, and effective priority management.
- Excellent communication and research skills, combined with the flexibility to adapt to operational demands.
- Decisiveness, attention to detail, and excellent interpersonal skills.
- Time management skills

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 " **Search and Rescue Coordinator** " 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.