



VACANCY ANNOUNCEMENT- ENVIRONMENTAL SPECIALIST

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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 **Environmental Specialist** tenable in the Aviation Environmental Protection Department under 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, lead, monitor, and ensure the effective implementation and continuous improvement of Eswatini's aviation environmental protection strategy. The incumbent will ensure the Authority satisfactorily meets or exceeds all policies, standards, rules, obligations, and requirements of Eswatini civil aviation legislation, ICAO SARPs (specifically Annex 16), the State Action Plan (SAP) for emission reduction, the State Safety Programme (SSP), and all other national environmental protection plans and programmes.

Key Responsibilities

The incumbent will be expected to:

- Develop, revise, and implement policies, regulations, and rules for aviation environmental protection, including aircraft noise, engine emissions, CO₂ emissions, and carbon offsetting/reduction schemes (CORSIA).
- Review and recommend amendments to legislation to comply with national and ICAO requirements.
- Optimise the oversight of the aviation environmental sector and manage policies aligned with strategic plans.
- Maintain strict functional independence between the regulatory department and service providers.

- Monitor changes in ICAO Annex 16, Sustainable Aviation Fuels (SAF), and national environmental management/climate change legislation.
- Develop technical guidance material (processes, procedures, checklists, forms, and Environment Management Plan Manuals).
- Ensure public and industry access to regulations, advisory circulars, and safety-critical environmental information.
- Develop and execute certification and surveillance programmes for aviation environmental protection.
- Recommend the issuance of certificates, approvals, and authorisations, as well as enforcement action proposals in line with the Enforcement Policy.
- Participate in investigations of aviation incidents/accidents impacting the environment.
- Review and approve environmental root cause analyses, corrective action plans, and investigation reports, ensuring proper post-incident environmental site restoration.
- Act as Eswatini's Focal Point for aviation environmental protection.
- Oversee periodic self-assessments for ICAO Annex 16, maintain the State Aviation Activity Questionnaire (SAAQ), manage compliance checklists/differences, and respond timeously to ICAO/SASO State Letters.
- Ensure compliance with safety, health, and environmental standards within the department.

2. QUALIFICATIONS AND EXPERIENCE:

The ideal candidate must meet the following minimum requirements.

(i) Qualification

- Bachelor's degree in Environmental Science, Environmental Resource Management, Environmental Engineering, or a related field.

(ii) Added Advantage

- Post-graduate qualification in Environmental Sciences, Environmental Resource Management, Environmental Engineering, or a related field.
- Qualification in Sustainable Development and/or Meteorology.
- Qualification in Civil Aviation Management, CAA Regulatory Compliance Management, or Project Management.
- Experience in aviation environmental management.

(iii) Work Experience

- Minimum of five (5) years' experience in environmental management.
- Minimum of two (2) years' experience in a supervisory or management role.

(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:

- Demonstrated leadership, effective business communication, and stakeholder management skills.
- Proficient in audit techniques, project management, financial planning, performance management, safety and risk management and quality management.
- Strong analytical, problem-solving, and conflict resolution capabilities, with proven ability to develop State-level policies, Action Plans, and implementation programmes.
- High computer literacy and ability to exercise sound judgement with integrity.
- Extensive knowledge of the Eswatini Civil Aviation Act, Operating Regulations, associated procedures, and national labour laws.
- Comprehensive knowledge of developing Regulations and Technical Guidance Material (TGM).
- Practical understanding of Environmental Management Systems (EMS) implementation, Corporate Governance, organizational design, and environmental reporting tools such as IBIS.
- Demonstrated capability in managing projects, monitoring work plan progress, and handling departmental financial planning and budget controls.
- Strong written and verbal communication skills
- Ability to work effectively under pressure, adapt to evolving international aviation standards, and manage tight regulatory reporting timelines.

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 **Tuesday, 06th October 2026**. Please quote the position of **"Environmental Specialist"** 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.