



• GATEWAY TO THE REST OF AFRICA •

THE GATEWAY AIRPORTS AUTHORITY LIMITED (GAAL), a provincially owned business enterprise responsible for managing Polokwane International Airport, invites applications from suitably qualified and experienced candidates for appointment to the following critical and challenging position:

INTERNAL AND EXTERNAL ADVERT

SENIOR OPERATIONS MANAGER REF

NO: SOM 15/2025

This position reports to the Chief Executive Officer. **Remuneration: R 1 600 000.00** (TCT) package.

Qualifications and experience required • An appropriate, relevant qualification at NQF level 7 in Airport Management, Airport Operations or related. •10 years' experience in airports management or aviation environment. 5 years' managerial experience. A post graduate qualification will be an added advantage.

Competence and/or skills required: The successful candidate must have an in-depth knowledge of airside operation, air-safe safety standards, ICAO annexure 14 relevant SACAA standards, applicable aviation legislation, national key points, Occupational health and safety, environment management, airside security requirements and strategic planning •Knowledge of aviation security policies, practices, procedures and techniques •sound Human Resource and Financial management skills
•Customer focus •Excellent planner• Good problem-solving skills •Good interpersonal skills and communication skills• High level of integrity, trust and have a team player quality.

Key responsibilities for this position are as follows: •Maintain a safe and secure airport environment in accordance with national and international aviation security standards and practices •Provide aviation security service by the implementation of counter measures resulting from threat analysis ensuring optimal functional of electric security equipment and systems, contingency and emergency plan activation, improve customer service levels •Implementation and management of quality management systems and ensure compliance with the quality management systems benchmark •Ensure stakeholder compliance to security standards and process by liaising with all relevant security stakeholders •ensure that human capital planning and development is consistent with SACAA requirements and the coordination of Performance Management Systems of the division. Report requirements include annual report, corporate plan, Annual performance Plan, Risk management Plan and Reports to the provincial legislature •Sound human resource skills by ensuring compliance with Human Resources Policies and Procedures •sound financial management by ensuring compliance to PFMA and Treasury regulations •The management and control of GAAL assets and generally portray a positive a positive company image, courteous and must be familiar with Aviation Security, dangerous goods and Risk and Management of the airport management.

Interested candidates must send their covering letter, comprehensive CV, certified copies of qualifications, ID document and driver's license, not older than 6 months to: The Human Resources Manager, Gateway Airport Authority Limited, P.O. Box 1309, POLOKWANE 0700, Or Hand Delivery to: Registry Office at GAAL Old Terminal Building, Landros Mare Street/N1 North to Makhado, Gateway Weg, Polokwane, 0699 or E-Mailed applications to HR.Admin@gaal.co.za. Enquiries: Ms. Faith Moropana (087) 291 1074 or 087 291 1056.

Closing date: 10 September 2025 at 16h00. Failure to comply with the above requirements will lead to disqualification. GAAL will not carry any related costs (Transport, accommodation or meals) for candidates attending interviews. Applicants should consider their application unsuccessful if no response is received within two months of the closing date. Shortlisted candidates will be subjected to suitable checks (Criminal records, credit records for security reasons) and verification of qualifications. It is the applicants' responsibility to have foreign qualifications evaluated by South African Qualification Authority (SAQA) and to provide proof of such evaluation. GAAL reserves the right not to fill in the posts advertised. Canvassing of any GAAL officials and/or the Board will lead to

disqualification.

POSTS ARE AVAILABLE AT WWW.GAAL.CO.ZA AND SELECTED SOCIAL MEDIA PLATFORMS.

FULL ADVERTISEMENT OF THESE POSITIONS IS AVAILABLE AT WWW.GAAL.CO.ZA.

THE GATEWAY AIRPORTS AUTHORITY LIMITED is an equal opportunity and affirmative action employer and to this extent conducts targeted recruitment for previously disadvantaged individuals. The Employment Equity of GAAL will apply in filling these positions. To this extend, we encourage females (Coloured, Indian and White), males (Coloured and Indian and people with disabilities to apply.