



• 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 suitable qualified and experienced candidates for appointment to the following challenging positions:

EXTERNAL ADVERTS

Aviation Security Manager (AVSEC Manager)

Ref: NP: SM 05/2025

(1 Position)

This position reports to the Operations Manager. Remuneration:

R 620 090,76 – R 654 195,75 Total Costs to Company.

Qualifications and experience required: • Grade 12 • PSIRA Grade A • National Key Point Certificate. Diploma in Senior Management in Civil Aviation Security • Must have at least 5 years experience in Airport Security Management.

Competence and/or skills required: • Knowledge and understanding of Airport Security Management • Understanding of Airport Operations • Familiar with Airport Security Plan (ASP) • National Aviation Security Programme (NASP) • Annexure 17 • Part 110 & Part 109 • Interpersonal skills • Organisational skills • Diligence • Time management • Multi-tasking • Confidentiality • Communication skills (written and verbal) • Problem solving skills • Accountability and good ethical conduct • Ability to work under pressure • Proficiency with MS Word, Excel & PowerPoint •

Key responsibilities for this position are as follows: • Ensure the smooth running and management of the department • Ensure compliance with all SACAA regulations on security matters • Updating and Implementation of Airport Security Plan (ASP) manual • Ensuring that Standard Operating Procedures (SOP) manuals are updated and implemented • Ensure that LASC meetings sits as per ICAO requirements • Ensuring that Aerodrome Emergency exercises and evacuation drills are conducted as per the ICAO requirements \

SCM AND ASSETS OFFICER

REF NO: SCMAO:06/2025

(1 Position)

This position reports to the SCM Manager Remuneration is

R 310 957 TO 373 736 67 per Annum Excluding benefits

Qualifications and experience required: • Grade 12 or a recognised 3 years' qualification in purchasing and assets management or commercial • NQF level 6 qualification. • A minimum of 3 years related working experience. • SCM experience will add be a n added advantage • Experience in working with assets management system. Driver's licence is essential.

Competencies and/ or skills required: • Good IT skill (Excel) • Ability to meet tight deadlines • Analytical ability • Mathematical ability and skills. • Excellent commercial sense. • Interpersonal sense. Interpersonal and communication skills. • Self-Motivation. • The ability to work as part of a team

Key responsibilities for the position are as follows:

• Ensure safeguarding and management of assets. • Recording of new assets in the assets register and financial system. • Monthly reconciliation of assets registers and financial system. • Periodic of new assets verifications. • Manage the movement of assets through forms. • Ensure complete and accurate assets management report monthly. • Prepare annual financial statements notes on assets. • Facilitate disposal of absolute and redundant assets. • Assist in the procurement of goods and services as maybe directed by SCM manager. • Ability to work under pressure. • Proficiency with MS Word, Excel and PowerPoint

SAFETY MANAGER

REF NO: CSO 04/2024

This position reports to the Operations Manager.

Remuneration package: **R 620 090,67- R 654 194,75 Total Cost to Company.**

Qualifications and experience required: Grade 12 • NQF level 5 qualification in Safety Management • Minimum of 3 years' experience in Airport Safety Management. • Technical Standards (Part 139 & 140) Training or a certificate in Hazard Identification and Risk Management will be an added advantage.

MANAGER: COMMERCIAL SERVICES

REF NO: BDM 08/2025

This position reports to the Senior Manager: Commercial Services.

Remuneration package is **R700 000,00 - R 774 322.66 Cost to Company**

Qualifications and experience required: • Grade 12 certificate • B degree in Marketing or Business Development, • A minimum of five years' experience working in a Business development and Marketing environment, two of which should be at Management level. Aviation background will be an added advantage.

Competence and/or skills required: •Knowledge and understanding of Airport Safety Management • Understanding of Airport Operations • Familiar with airport Inspection and Safety Control; • incident and Accident investigation • Interpersonal skills • Organizational skills • Diligence • Time management • Multi-tasking • Confidentiality • Communication skills (written and verbal) • Problem solving skills • Accountability and good ethical conduct • Ability to work under pressure • Proficiency with MS Word, Excel & PowerPoint • Knowledge of different ICAO Annexures. Key responsibilities for this position are as follows: •Ensure the smooth running and management of the department •Ensure compliance with all SACAA regulations on Safety matters •Assist in Updating and Implementation of Airport Safety Management Systems (SMS) manual; Aerodrome Operations Manual •Representation of the company in all SACAA audits inspections •Ensure that training and development of personnel is executed.	Must have a driver's licence and own car. Competence and /or skills required: • Financial management in projects. • Negotiation skills. • Communication skills are key. • Management & Leadership. • Information Technology. • Critical Thinking & Problem-Solving. Creativity and Innovation. •Valid driver's licence is essential. Key responsibilities for the position are as follows: - Develop and implement strategic plans to maximize commercial revenue opportunities. • Oversee contracts and relationships with tenants. • Lead the development and renewal of commercial agreements to ensure alignment with GAAL's goals. • Ensure compliance with regulatory requirements and deliver exceptional customer experience. • Prepare reports, forecast and business cases for new initiatives. • Monitor commercial performance and identify growth opportunities through data analysis and market trends. • Develop and maintain relationships with internal and external stakeholders. • Effectively present and discuss the services of the company to prospective clients in a way that conveys an image of quality, integrity and superior understanding and delivery of customer needs. • Cold call as appropriate within your market to ensure a robust pipeline of opportunities. • Generate and manage short term and long-term leads from internal and external referral sources to qualify prospects and advance them through the sales process. • Plan approaches and pitches. Work with the team to develop proposals that speak to the client's needs, concerns, and objectives
Interested candidates must send their covering letter, comprehensive CV, certified copies of qualifications, ID document and driver's license 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: 27th June 2025. 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 applicants' responsibility to have foreign qualifications evaluated by south African Qualification Authority (SAQA) and to provide proof of such evaluation. GAAL has the right not to fill the post advertised.	
POSTS ARE 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 all races and people with disabilities to apply.	