



• 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: -

INTERNAL AND EXTERNAL ADVERTS

**MAINTENANCE SUPERVISOR
REF NO: MS :01/2024**

This position reports to the Operations Manager.

Remuneration: **R 333 473,74 to R 470 000,00** Per Annum excluding benefits (Housing allowance, Pension and Medical Aid)

Qualifications and experience required: • Grade 12 and recognized 3 years NQF level 5 qualification in plumbing/electrical qualification or Civil infrastructure with Trade-Test; Minimum of 5 years' experience in maintenance experience, •Driver's License. •Aviation experience will be an added advantage.

Competence and/or skills required: •Effective communication and interpersonal skills, •Prepared to work under pressure, •Must have supervisory skills and knowledge.

Key responsibilities for the position are as follows: •Manage maintenance division •General maintenance within the Airport, •Ensure that Grass Cutting on the Airport using lawn mowers, •Ensuring groundwork is clean, •Sweeping the Runway, Taxiways and Apron using mobile sweeper, •Providing basic mechanical maintenance to the Airport equipment under supervision, •Ensuring all airport facilities are properly maintained and standards are always kept, •Conduct regular inspection on the buildings and facilities, •Ensuring the allocated budget is utilized correctly, •Ensuring regular checks and record keeping on maintenance of equipment is done



**MARKETING OFFICER
REF NO: MRK :02/2024**

This position reports to Manager Commercial Services

Remuneration: **R 280 000,00 to R 318 000,00** Per Annum excluding benefits (Housing allowance, Pension and Medical Aid)

Qualifications and experience required: • Grade 12. NQF level 6 qualification in Marketing, Communications, Business Administration, or related fields; 3 to 5 years' experience in marketing, Communications, Business Administration experience, •Driver's License. •Experience in Aviation will be an added advantage.

Competence and/or skills required: •Office-based with occasional travel required for events and meetings. • Experience with CRM software and marketing automation tools. Knowledge of graphic design and content creation tools.

Key responsibilities for this position are as follows:

•Develop comprehensive marketing strategies aligned with company objectives and market trends in the aviation sector.
•Conduct market research to identify opportunities for growth and market penetration. •Manage and enhance the company's brand presence in the industry. •Ensure consistent branding across all platforms and communication channels. •Plan and execute marketing campaigns (both online and offline) to promote services.
•Monitor campaign performance and optimize as necessary to achieve desired results. Oversee digital marketing efforts including SEO, SEM, email marketing, and social media. •Develop engaging content for marketing materials, website, social media, and other platforms. Identify and foster strategic partnerships. •Coordinate PR efforts and manage media relations to enhance brand visibility.
•Organize and participate in industry events, trade shows, and conferences. Represent the company professionally and network effectively to build relationships. •Ensure cost-effective spending and ROI on marketing initiatives. •Stay updated on aviation regulations and compliance requirements related to marketing activities. •Ensure all marketing materials and campaigns adhere to industry standards and regulations.

CHIEF QUALITY OFFICER
REF NO: CQO 03/2024

This position reports to the Operations Manager.

Remuneration package: is R 587 763,67 Total Cost to Company.

Qualifications and experience required: •Grade 12• NQF Level 5 qualification in qualification in Quality Management of Aviation Quality or any Quality Management qualification. •Training in ISO 90001 will be added advantage• Minimum of 3 years' experience in Developing and Management in Quality Management. •Technical Standards (Part 139 & 140) South African Civil Aviation Regulations (SACARs)

Competence and/or skills required: •Knowledge and understanding of Airport Quality Management, •Understanding of Airport Operations • ICAO Annex 14 Requirements and Application. Familiar with airport Audit and Quality Control. •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 •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 Quality 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.

CHIEF SAFETY OFFICER
REF NO: CSO 04/2024

This position reports to the Operations Manager.

Remuneration package: R 587 763,67 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.

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 • 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 • 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.

FIRE FIGHTER I ENTRY LEVEL – (2 POSITIONS)
REF NO.: FFO1: 05/2024

This position reports to the Shift Controller

Remuneration: R 231 150,56 to R 280 000,01 Per Annum excluding benefits (Housing allowance, Pension and Medical Aid)

Qualifications and experience required:

The candidate must be in possession of: •Grade 12 certificate, •Fire Fighter 1 Certificate, •HAZMAT awareness certificate, •Basic ambulance certificate/ First Aid Level 3, •Valid code EC1 driver's license and Public Driver's Permit (PDP), •Appointment will be subject to applicant passing physical fitness test, •Aircraft Construction Training shall be added advantage

Key responsibilities for the position are as follows:

•Maintain operational readiness including vehicles, equipment, and infrastructure to comply with airport category, •Operate Fire Fighting and Rescue Equipment and Tools, •Ensure understanding of vehicles and/or equipment, •Conduct routine inspections, maintenance, and report defects, •Adhere to statutory regulations, Standard Operating Procedures, operational standards, GAAL policies and procedures and Service Level Agreements to ensure business continuity, •Ensure due diligence when operating GAAL equipment and vehicles, •Activate and respond to all relevant incidents and accidents within area of jurisdiction, scope of training and expertise, •Conduct emergency standbys to prevent incidents and accidents, •Analyse, monitor, identify, mitigate, and report areas of non-compliance, •Conduct Runway, Taxiway and Apron inspections and patrols to reduce potential hazards, notify ATC and take remedial action if necessary, •Build, support and maintain healthy diverse internal and external relationships, •Maintain level of physical fitness as per GAAL policies and procedures, including Physical Training Program, •Respond to all medical emergencies within area of scope and training, •Participate in Fire and Safety awareness programs.

**POLOKWANE
INTERNATIONAL AIRPORT**

30 JUL 2024

HUMAN RESOURCES DIVISION
TEL: 015 288 0122
FAX: 015 288 0005

Interested candidates must send their covering letter, comprehensive CV, certified copies of qualifications, ID document and driver's licence to: The Human Resources Manager, **Gateway Airports Authority Limited**, P.O. Box 1309, **POLOKWANE** 0700, Or Hand Delivery to: GAAL Registry Office Old Terminational Building, or **E-Mail your application to HR.admin@gaal.co.za**
Enquiries: Mr. M. Mankga /Ms. F Moropana (087) 291 1056 / 066 470 2226 Closing date: 16th August 2024.

GAAL will not carry any related costs (Transport, accommodation or meals) for candidates attending interviews.

NB. Applicants should consider their applications 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 applications responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA) and to provide proof of such evaluation. GAAL has the right not to fill the posts advertised.

FULL ADVERTISEMENT OF 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. It is our intern to promote representation in terms of race, gender and disability. Women and people with disabilities are encouraged to apply. The Employment Equity of GAAL will apply in filling these positions. To this extend, we encourage all races and people with disabilities to apply.

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