



• 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 ADVERTISEMENT

REF NUMBER OPS: 02/03/2026

SAFETY MANAGER

REF NO: SM 01/03/2026

This position reports to the Senior Operations Manager.

Remuneration Package: R 620 090,76- R 654 195,75 Total Cost to Company

Qualifications and experience required: -

- Grade 12
- Diploma (NQF Level 6) in Safety Management or Recognised Qualification in Aviation Safety Management.
- Must have at least 5 years' experience in Aviation Safety Management.
- Valid driver's license code C1.

Competence and/or skills required: -

- Knowledge and understanding of Airport Safety Management.
- Understanding of Airport Operations.
- Familiar with Airport Inspection and Safety Control.
- Knowledge of CAR regulation and broad aviation technical knowledge.
- Understanding of risk management principles and techniques to support the SMS.
- Knowledge of Safety Policy & Procedure according to SA- CATS- ASTO 109.02.3.
- 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: -

- The establishment and maintenance of the safety reporting system to ensure the timely collection of information related to potential hazards, incidents and accidents that may adversely affect safety. Assist in updating and implementation of Airport Safety Management Systems (SMS) manual and Aerodrome Operations Manual.
- The investigation, analysis and identification of the root cause of all hazards or the contributing factors to incidents and accidents identified under the SMS, to ensure the airport has adequate mitigation in place.
- Ensure compliance with all SACAA regulations on Safety matters.
- Monitoring of the concerns of the civil aviation industry in respect of safety and their perceived effect on the Airport Operations; the establishment of an emergency response plan in the event of an accident, which includes the actions to be followed by relevant personnel.
- Representation of the company in all SACAA audits inspections.
- Ensure training and development of personnel is executed.

ELETRICAL TECHNICIAN

REF NO: ET 02/03/2026

This position reports to the Operations Manager.

Remuneration package: R 340 500,00 to R 438 483,60 p/a excluding benefits (Housing Allowance, Pension fund and Medical Aid).

Qualifications and experience required:

- Grade 12.
- National Diploma (NQF level 6) in Electrical.
- Trade Test in electrical heavy current.
- At least 2 years' experience in airport and airside electrical Maintenance.
- Driver's license Code10, Airfield ground lighting (AGL) experience and ORHVS certificate.

Competence and/or skills required.

- This position calls for an individual who communicates well (verbal and written).

- The candidate must be detail-orientated; composed; diplomatic and demonstrate good judgement.
- Can plan work and have good problem-solving skills.
- Knowledge of Airport Environment.

Ideal Knowledge/ skills: -

- Wireman licence (IE)
- Radio telephony.
- Airside driving.
- Safety Management System.
- Human factors.
- Occupation Health and Safety Act.
- Project Management.
- South African Civil Aviation Regulations Standards (SACARS) and South African Civil Aviation Technical Standard (SACATS) (139 and 140) and Airfield Ground Lighting (AGL) training.
- Sound knowledge of airport electrical networks and statutory electrical requirements.

Key responsibilities for this position are as follows:-

- Ensure availability, maintenance, and safety of tools; and implementation of continuous improvement of the equipment/infrastructure.
- Consult and give support in commissioning and testing of assets; conduct studies and make recommendations on upgrades/replacements of assets.
- Input into maintenance planning, scheduling, and execution of the asset; maintaining safe and clean work environment; execute safe planned and unplanned maintenance activities for electrical and communication, Navigation and Surveillance equipment. (CNS)
- Monitor quality of maintenance work and escalate inefficiencies; execute routine inspections on infrastructure.
- Participate in root cause analysis and project management
- Execution of project deliverables; provide input into project design; and initiate purchase requisition.
- Compile and submit relevant reports; provide input into incident reports; and identify and report possible efficiency enhancements and initiatives to ensure resource savings.
- Build, support, and maintain healthy diverse internal (peers, unions, team) as well as external (service providers etc.) relationships and implement remedial actions were required to ensure achievement of organisational goals.
- Plan, schedule, supervise and coach subordinate activities within processes or services to achieve efficiency and quality goals.

SAFETY OFFICER

REF NO: SFO:03/03/2026

This position reports to the Safety Manager

Remuneration Package: R 365 250 to R 432 550,00 p/a excluding benefits. (Housing Allowance, Pension Fund and Medical Aid).

Qualifications and experience required: -

- Grade 12.
- Diploma in Safety Management.
- Certificate in Hazard Identification and Assessment, Incident and Accident Investigation.
- Valid driver's license code C1.
- At least a minimum of two (2) years working in the Safety department.

Competencies and/or skills required

- Excellent oral and written communication skills.
- Excellent report writing and presentation skills.
- Excellent customer service.
- Ability to work under pressure.
- Root cause analysis skills.
- Computer literacy (MS office).
- Strong analytical and investigative skills.

Ideal Knowledge

- Knowledge of ICAO Annexures, SACAA regulations & Technical Standards (Part 139 & 140) and SMS principles.
- Human factors in aviation.
- Apron Safety Management.
- Auditing.
- Radio telephony.
- Basic firefighting.
- Airside driving
- Knowledge of SACARs & Technical Standards (Part 139 & 140), Aerodrome Certification for airport operators.
- Dangerous Goods, Marshalling, Aircraft technical overview and SAMTRAC.

Key responsibilities for the position are as follows:-

- Conduct safety and risk assessments and inspections on runways, taxiways, aprons and service roads to ensure compliance.
- Ensure compliance with aviation regulations (e.g., ICAO, IATA, SACAA).
- Respond to all incidents and conduct emergency standbys.
- Proactively identify potential safety threats.
- Report all identified threats and risks to the Safety Manager for SACAA reporting.
- Participate in implementation of Safety Campaigns.

- Promote a strong safety culture among staff.
- Assist to conduct daily wildlife inspection for trend analysis and capture all species identified during inspection.
- Ensure all people, vehicles and equipment entering airside are compliant with safety and security regulations
- Ensure all equipment testing has been performed before tasks commence.
- Conduct compliance inspections, report on and follow-up to ensure that non-conformances/compliance have been addressed.
- Check for markings on services road airside for visibility quality.
- Observe airside for Foreign Objects Debris (FOD) as per Standard Operating Procedure (SOP)

SCM OFFICER

REF NO: SCM :04/03/2026

This position reports to the Supply Chain Manager

Remuneration: R 332 325 TO 427 987,32 p/a excluding benefits (Housing allowance, Pension Fund and Medical Aid)

Qualifications and experience required:

- A minimum of a National Diploma (NQF Level 6) in Supply Chain Management or relevant.
- Qualification. At least a minimum of 2 years in Supply Chain unit.

Competence and/or skills required

- Excellent oral and written communication skills.
- Excellent presentation skills.
- Strong commitment to professional and client service excellence.
- Ability to work under pressure.
- Knowledge of PFMA, PPPFA Act, Treasury Regulations, PPP2022 and relevant legislation.

Key responsibilities for the position are as follows

- Facilitate the acquisition of goods and services by inviting quotations from suppliers.
- Advertisement of bids and opening of bids.
- Evaluate and submit recommendations for adjudication of bids.
- Liaise with the successful bidder in managing the relationship.
- Attend bid committee meetings.
- Draft correspondence to bidders on the outcome of the bid process.
- Prepare monthly, quarterly and annual reports.
- Ensure proper flow of work in the SCM section.
- Manage the assets of the company.
- Manage and keep record of all contracts.
- Advise other sections regarding Supply Chain procedures.

- Assist all sections in compiling the specifications and service level agreements.
- Conduct market analysis.
- Compile procurement plan in line with Budget and Annual Performance Plan.

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 Senior 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-Mail applications to HR.Admin@gaal.co.za**.

Enquiries: Ms. Faith Moropana (087) 291 1074 or 087 291 1056 Closing date: 10th April 2026 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 employment background) 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 the Board will lead to disqualification.

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 females (Coloured, Indian and White), males (Coloured and Indian and people with disabilities to apply.