



• 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 positions: -

EXTERNAL ADVERTISEMENT – REF. NO. 02/10/2025

SCM OFFICER (1 Position)

REF NO: SCM :11/11/2025

This position reports to the Supply Chain Manager

Remuneration: R 365 250.00 to R 432 550.00 p.a excl. (Housing Allowance, Pension 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 in an airport environment. Working knowledge of Pastel system.

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 and SCM prescripts.

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 recommendation 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 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.

ENVIRONMENTAL, BIRDS AND WILDLIFE OFFICER

(1 Position)

REF: EBWO 12/11/2025

This position reports to the Safety Manager.

Remuneration: R 365 250.00 to R 432 550,00 p.a excl. (Housing Allowance, Pension and Medical Aid).

Requirements and Technical Competence or skills required:

• Grade 12. Valid driver's license is essential. A qualification in Environmental Management / Nature Conservation or Wildlife Management. Minimum of 2 years working in an airport operation. Training in Bird and Wildlife Hazard management will be an added advantage.

Competencies and/or skills required • Excellent communication, and report writing skills. • Good customer relations (client orientation and customer focus). • Planning and organising. Analytical thinking •Action orientated •Communication •Attention to detail • Problem solving • Knowledge of SACAA regulations & Technical Standards (Part 139 and 140).

Key responsibilities for the position are as follows:

• Conduct daily patrols of the airfield to count wildlife, identify species, monitor food sources, conduct trend analysis and report findings. •Collect and analyse rainfall data to mitigate risk • Implement active and passive methods to deter birds and other wildlife from airside areas, including dispersing them from runways and taxiways •Adhere to relevant statutory/ legislative regulations, SOP's, operation standards, and service level agreement • Ensure proper collection and disposal of wildlife remains to ensure compliance with legislation. •Monitor and ensure vegetation is kept to acceptable levels to minimize attractants for wildlife and make areas less hospitable. •Monitor and identify ditches and trenches on the airfield and escalate. •Monitor and identify damming areas on the airfield and escalate. • Capture, relocate and cull wildlife when required. •Conduct inspection and patrols to reduce potential hazards and take remedial

	action• Collect evidence for investigation purposes relating to wildlife strikes.
FIRE FIGHTER OFFICER I – (2 Position) REF:13/11/2025 This position reports to the Shift Controller. Remuneration: R 242 863.00 to R 332 325 p.a excluding benefits (Housing Allowance, Retirement and Medical Aid). <u>Qualifications and experience required:</u> • Grade 12 Certificate (Matric) • Fire Fighter 1 & 2 certificate. HAZMAT awareness certificate• Basic ambulance certificate/ First Aid Level 3• Valid code 14 (EC) driver's license and Public Driver's Permit (PDP). Appointment will be subject to applicants passing physical fitness test. <u>Competence and/or skills required</u> • Good public relations • Effective communication and interpersonal skills • Prepared to work under pressure• Must be prepared to work overtime and shifts. <u>Key responsibilities for the position are as follows:</u> Maintain operational readiness including vehicles, equipment, and infrastructure to comply with airport category. • Operate Fire Fighting, 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. • Analyze, monitor, identify, mitigate, and report areas of non-compliance. • Conduct Runway, Taxiway and Apron inspections and patrols to reduce potential hazards, notify Air Traffic Control (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 Programme. • Respond to all medical emergencies within area of scope and training. • Participate in Fire and Safety awareness programmes.	RE- ADVERT CHIEF FIRE OFFICER – (1 Position) REF NO.: CFO: 14/11/2025 This position reports to the Senior Operations Manager Remuneration: R 690 000.00 – R 749 050.00. Total Cost to Company. <u>Minimum qualifications and experience required:</u> The following skills and experience or the equivalent of such, will be required: • Grade 12 •National Diploma/ Degree in Fire Technology, Disaster Management or related qualification. • Fire Fighter 1 & 2 •Hazmat Awareness and Operations with SAESI Accreditation, Advanced Fire Officer (NFPA 1020) or equivalent, • 5 or more years' experience in Fire & Rescue services, of which at least 2 years must be at Supervisory or / and Management level (Aviation experience essential). Proficiency and working knowledge of Microsoft Office packages. • Strong knowledge of ICAO, SACAA and NFPA aviation fire standards. • First Aid Level 3/BAA recommended. • Code 14 (EC) with PDP required. • Safety Management will be an added advantage. <u>Competence and/or skills required</u> • Knowledge of SA Regulations & Technical Standards (Part 139 & 140), Good public relations • Effective communication and interpersonal skills • Prepared to work under pressure. Computer Literacy• Qualified Instructor• Certificate to offer recognized internal training. • Experience in the use of all firefighting equipment, extinguishing media and airport experience. <u>Key responsibilities for this position are as follows:</u> •Translate regulatory requirements, group policy and standards, develop local ARRFS structure, operational plans and procedures for the airport. Develop and maintain aerodrome emergency management manual that is approved by SACAA. •Maintain aerodrome emergency management system. •Ensure airport fire category compliance and any statutory appointments as per statutory requirements. •Approve and oversee bird and wildlife plan/program for the airport in line with group strategy. •Ensure fire prevention program is kept current and compliance checks and inspections (including airfield) are conducted as per statutory requirements. •Coordinate and influence government agencies (Dept. of Health, Medical Response Services, Disaster Management) and other stakeholders' emergency plans (e.g. Retailers/Tenants/Banks) •Plan,

	organise, lead and control subordinate's activities to ensure sub-functional objectives are met or exceeded. •Monitor and ensure adherence to local and international regulatory requirements, organizational standards, policies and procedures. Manage people development initiatives such as performance management, succession planning and talent management to ensure team performance meet required standards. Provide technical professional support to internal and external stakeholders to ensure achievement of functional and organizational objectives.
Re - Advert Safety Manager REF NO: SM 15/11/2025 (1 Position) This position reports to the Senior Manager Operations Remuneration package: R 654 195,75 Total Cost to Company. Qualifications and experience required: •Grade 12 •Diploma in Safety Management or Qualification in Safety Management •Must have at least 5 years' experience in Airport Safety Management, of which at least 3 years must be at Supervisory or / and Management level. 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 •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: •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.	Aviation Security Manager (AVSEC Manager) Ref: NP: SM 16/10/2025 (1 Position) This position reports to the Senior Manager Operations Remuneration Package: R 654 195,75 Total Cost to Company. Qualifications and experience required: •Grade 12 • PSIRA Grade A •Valid AVSEC Level 3 Certificate • Diploma in Senior Management in Aviation Security or NQF Level 6 • National Key Point Certificate will be added advantage. •Minimum of 3 years' experience in Airport Security Management of which at least 3 years must be at Supervisory or / and Management level. <u>Competence and/or skills required:</u> • 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 • <u>Key responsibilities for this position are as follows:</u> • 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
Operations Manager REF NO: OPS 17/11/2025 (1 Position) This position reports to the Senior Operations Manager. Remuneration package: R 774 322.66 – R 945 588. 86 Total Cost to Company. Qualifications and experience required: •Grade 12 • Diploma in Operations Management or Engineering • Must have at least 5 years' experience in Airport Operations Management two of which should be on Management level. Valid drives licence • Certificate in project management will added as advantage. Competence and/or skills required: • Knowledge and understanding of Airport Operations Management • Familiar with airport procedure and SACCA regulations;• Knowledge of CAR regulation •Knowledge of Quality Assurance 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: -

• Manage and maintain Airport Safety Management System (SMS) Implement and control of safety management system in accordance with airport's approved SMS program. Document the program. Conduct self-inspections/audits. •AVSEC Equipment serviced, documented and deadline met. •NAVCOMS done and documented. •Buildings and all infrastructure. •Ensure grass is cut and documented•. Ensure building and airport environment is clean and documented. Ensure runways, taxiways and aprons are clean and a register for such is kept. • Ensure weekly and monthly electrical reports are done and documented. • Manage contracts of service and suppliers •Manage Fire & Rescue and Coordinate Emergency Services Manage Aviation Security.

Interested candidates must send a covering letter, comprehensive CV, certified copies of qualifications not older than 6 months, ID document and valid driver's license to: The Senior Manager Human Resources, **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/ Dinah Chuene (087) 291 1074 or 087 291 1056. Closing date **24th November 2025** at 16h00. Failure to comply with the above requirements will lead to disqualification.

GAAL will not carry any costs 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 ON NOTICE BOARDS AND EMAIL TO ALL STAFF

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 Plan 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.