



• 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 critical positions -

INTERNAL AND EXTERNAL ADVERTS – REF N: V/10/2026

CHIEF FIRE OFFICER – (1 Position)

REF NO: CFO: 10/2026

This position reports to the Senior Operations Manager

Remuneration: R 700 000.00 – R 779 012.00. Total Cost to Company Package.

A. Minimum Qualifications and Experience Required:

The following skills and experience or the equivalent of such, will be required:

- Diploma (360 credits) – Fire Technology is essential.
- Bachelor's degree (360 credits) - Operational/Regulatory is recommended.
- Proficiency and working knowledge of Microsoft Office packages.
- A minimum of 5 years Fire and Rescue Operational Experience is essential.
- A minimum of 3 years Fire and Rescue Management Experience is recommended
- SAESI (South African Emergency Institution) and IFE (International Fire Engineer) is recommended.
- Fire Fighter 2 Certificate, First Aid Level 3/BAA recommended.
- Code 10 or above required.

B. Competence and/or Skills Required:

- 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 use of all firefighting equipment and extinguishers media and airport experience.
- Clean criminal record – clearance certificate must be submitted

C. The following Skills will be an added advantage:

- Advanced fire prevention
- Fire investigations.
- Registered or eligible to be registered as Peace Officer
- Ambulance emergency assistant
- Advanced risk management, health, and safety
- Command and control skills.

- Overall multi-disciplinary incident management

D. Key responsibilities for this position are as follows:

- Translate regulatory requirements, group policy and standards and develop local Fire & Rescue 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.

POSITION: MARKETING OFFICER – (1 Position)

REF NO: MO/10/2026

This position reports to the Manager Commercial Services.

Remuneration: R 318 000. 00 to R 335 490.00 Per Annum, excluding benefits (Housing Allowance, Pension, and Medical Aid).

A. Minimum Qualifications and Skills Required:

- Diploma in Marketing, tourism, business administration, or a related field.
- Proven experience in marketing roles; experience in the aviation industry is an added advantage.
- Excellent communication and interpersonal skills.
- Proficiency in digital marketing tools and techniques.
- Ability to manage multiple projects simultaneously and meet deadlines.
- Creative thinker with a strategic mindset and analytical skills.

B. Additional Skills Required:

- Experience with CRM software and marketing automation tools.
- Knowledge of graphic design and content creation tools.

C. Key responsibilities for this position are as follows:

- Developing and implementing marketing strategies to promote our services, enhance brand awareness, and drive customer engagement.
- Deep understanding of both traditional and digital marketing techniques, with a focus on the unique challenges and opportunities within the aviation industry.
- 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 optimise 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.
- Organise 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.

D. Working Conditions:

- Office-based with occasional travel required for events and meetings.
- Fast-paced environment with deadlines and project milestones.

POSITION: SCM OFFICER– (1 Position)

REF NO: SCM :10/2026

This position reports to the Supply Chain Manager

Remuneration: R 332 325.00 to 427 987.32 per annum excluding benefits (Housing Allowance, Pension and Medical Aid)

A. 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 department.

B. 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

- Working Knowledge of PFMA and SCM prescripts

C. Key responsibilities for this 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 and keep record of all contracts.
- Advise other sections regarding supply chain processes and 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 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 (087) 291 1074 or 087 291 1056 Closing date: 23rd October 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 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.