



VACANCY ANNOUNCEMENT

The African Civil Aviation Commission wishes to announce, in line with the AFCAC Service Code, that the following vacancy will be available at its Headquarters based in Dakar, Senegal.

- **2024/01/P/0108 Director Air Transport**

The Commission encourages all interested persons to forward their applications directly to AFCAC using any of the following:

Email: vacancy@afcac.org

Address: Leopold Sedar Senghor Military Airport Road, BP 8988 Dakar- Senegal

The deadline for receiving applications is **30 September 2024 (11:00 p.m. UTC)**

The form to be completed can be found on the AFCAC website: www.afcac.org Please attach a copy of your curriculum vitae.

Please note that

1. AFCAC may decide at any time not to continue with the recruitment process regarding current position taking into consideration the prevailing circumstances at the relevant time;
2. Applications received after the deadline will not be considered;
3. Applications not submitted in accordance with the indicated format may also be rejected;
4. Applications submitted electronically should be in Word and PDF format dully signed on the latter;
5. Suitably qualified African women are strongly encouraged to apply;
6. Only applicants who are under serious consideration will be contacted and interviewed;
7. AFCAC will not respond to queries regarding information on the status of the vacancies.

DURATION OF APPOINTMENT:

Appointment will be on a three years fixed-term non-career basis, renewable once subject to the performance (first year is probationary).

OBLIGATIONS AND PRIVILEGES

Applicants are considered for the recruitment process, if his/her State only meets the Constitutional provisions of AFCAC, in particular Article 18 on the date of submission of application.

AFCAC staff members are international civil servants subject to the authority of the Secretary General and may be assigned to any activities.

AFCAC staff members are required to adhere to the Constitution, Service Code and Manuals of AFCAC.

AFCAC staff members are expected to conduct themselves in a manner befitting their status as international civil servants.

The Benefits of AFCAC Staff Members will be those included in the Seat Agreement between AFCAC and the Host State (Senegal).

The statutory retirement age for staff entering or re-entering service after 1 January 2014 is 62. For external applicants, only those who are expected to complete a term of appointment will normally be considered.

CLASSIFICATION OF POSTS AND STAFF

The classification of posts and Staff will be in accordance with the AFCAC Service Code.

SALARIES AND ALLOWANCES

The salaries will be in accordance with the AFCAC Service Code.

The allowances will be in accordance with the AFCAC Service Code.



VACANCY NOTICE

POSITION INFORMATION

Post Title:	Director of Air Transport	VACANCY NOTICE	2024/01/P/0108
Level:	P5	Posting Period:	1st August 2024 – 30th September 2024
Duty station:	Dakar, Senegal	Date of entry on duty:	1st June 2025

ORGANIZATIONAL SETTING

The African Civil Aviation Commission (AFCAC) is a specialized agency of the African Union responsible for Civil Aviation matters in Africa. Its objectives are to coordinate civil aviation matters in Africa and to cooperate with the International Civil Aviation Organization (ICAO) and other bodies which are involved in the promotion and development of civil aviation; and, as the Executing Agency of the Yamoussoukro Decision (YD), AFCAC facilitates, coordinates and ensures the successful implementation of the Single African Air Transport Market (SAATM).

The mission of AFCAC is to facilitate cooperation and coordination among African States towards the development of an integrated and sustainable air transport system and foster the implementation of ICAO Standard and Recommended Practices (SARPPs); and the Commission's vision is to have a liberalized, safe, secure, environment friendly, reliable, sustainable and modern air transport industry in Africa.

AFCAC's main responsibility as the Executing Agency (EA) is to ensure the consistent and full implementation of the Yamoussoukro Decision (YD) and the realization of the Single African Air Transport Market (SAATM) towards contributing to the African Union Agenda 2063. The objective is, amongst others, to facilitate the seamless and smooth operationalization of the SAATM to ensure the sustainable development of air transport and those activities of the Executing Agency (EA) facilitate the growth of the intra-African Air Transport Market. The EA's role, therefore, ensures the even-handed enforcement of the YD and the EA's regulatory oversight responsibilities across all AU member States and their consistent application and adherence with the Regulatory and Institutional Legal Instruments of the YD, its Operational Rules and Procedures. It also ensures that the operationalization of the SAATM creates a conducive environment for sustainable development of air transport in Africa.

The Director of Air Transport reports to the Secretary General.

PURPOSE OF THE POSITION

The Director of Air Transport is:

- To ensure the monitoring, coordination and implementation of activities relating to air transport and air transport statistical collection, analysis and dissemination.
- In addition, he/she is primarily responsible for executing the mandate given to AFCAC as the Executing Agency (EA) focusing on the full implementation of the Yamoussoukro Decision (YD), management of the Executing Agency and the establishment of a Single African Air Transport Market (SAATM) at Continental level.

MAJOR DUTIES AND RESPONSIBILITIES

Provide leadership and support in the management and coordination of the activities of the Air Transport Directorate and ensure the quality of deliverables.

- Direct and coordinate the activities of the Air Transport Directorate and see to the quality of documents produced.
- Plans and develops the Air transport directorate's work programme and the Executive Agency of the YD and directs its implementation.
- Collect and collate on a regular basis, operational statistics and data on policies and measures regarding progress towards the achievement of the objectives of the AU Agenda 2063 with regard to the air transport industry; and recommend measures to promote free movement of people, goods and services.
- Oversee the contributions of AFCAC to liberalization and sustainable development of air transport in Africa with regard to the YD, Resolutions and Decisions of the African Union, including Agenda 2063.
- Oversee the realization of the SAATM across the Continent and carry out activities entrusted to the Executing Agency of the YD.
- Direct, ensure the development of Regulatory and Operational rules, manuals and Procedures of the Executing Agency of the YD.
- Direct, and manage in support of the subject experts' recommendation technical cooperation and assistance programmes to States to attain and maintain Global targets on Effective Implementation of ICAO Standards and Recommended Practices (SARPs) in the field of aviation Security and Facilitation by Member States.
- Lead regional initiatives and promote regional technical cooperation and assistance projects aimed at supporting a safe, efficient, secure, economically sustainable and environmentally responsible civil aviation system.
- Prepare Reports on the status of implementation of the YD to the Bureau, Plenary, Monitoring Body and the organs of the African Union responsible for air transport.

Support capacity-building initiatives to ensure sustainable development of the air transport system.

- Supports the implementation of the Windhoek Declaration and provide strategic advice and assistance to high-level authorities in Member States in its implementation.
- Liaise with States, Regional and International Organizations and strategic partners in the establishment of a sustainable aviation security system in Africa and work to ensure sustainable development of air transport in Africa.
- Support capacity-building initiatives to ensure sustainable development of the air transport system.
- Review national aviation and RECs Regulations including but not limited to economic regulations, air services agreements, to ensure conformity with the YD and its Annexes.
- Represent AFCAC at national and international meetings dealing with air transport, aviation security and facilitation matters.
- Direct the use of resources to support States ensure the application and compliance with ICAO measures (annexes 9 and 17) in the field of aviation security and facilitation.
- Initiate all studies bearing on the issues of air transport of aviation security and facilitation within the African Union.
- Assist States in resolving aviation security and facilitation deficiencies through regional plans and the establishment of common rules.
- Ensure the settlement of dispute between the stakeholders of air transport sector.
- Contribute to the establishment of common rules fostering a healthy competition in the sector among operators.
- Establish a road map for the development of air transport in Africa.
- Foster the sharing of continental experiences in the field of air transport and facilitate the establishment of a database to that effect.
- Carry out other duties as may be assigned by the Secretary General.

REQUIRED EXPERTISE AND SKILLS:

Educational Background:

Advanced University degree or equivalent academic qualifications with specialization in economics of air transport or air transport economic regulation/management or air law

Professional experience and knowledge:

At least 12 years' experience in progressively responsible positions related to management including the development of policies and procedures in the field of air transport in collaboration with government agencies regulating civil aviation or which have equivalent responsibilities.

- Managerial experience in the planning and conduct of air transport programmes and related activities encompassing a large range of disciplines in air transport, including high-level negotiations with government officials and the production of quality reports.
- Experience in the supervision of complex technical studies and reports.
- Good knowledge of air transport activities and policies on the African continent.
- Good knowledge of international Standards and Recommended Practices (SARPs) of Aviation Security and Facilitation and continental decisions and targets.
- Excellent verbal and written communication skills.

Desirable:

- Familiarity with ICAO Annexes and other relevant documents.

Language skills:

- Fluency in at least one of the working languages of AFCAC.
- Knowledge of more than one of the working languages of AFCAC shall be an added advantage

CORE COMPETENCIES

Professionalism: Good knowledge of the Yamoussoukro Decision and the flagship projects of AU- Agenda 2063, establishment of a Single African Air Transport Market (SAATM), Regional Decisions and Targets set for aviation security and facilitation, ICAO Policies related to Air Transport, Standards and Recommended Practices relating to aviation security and other ICAO Annexes and documents; proven ability to write clearly and concisely and to present verbal reports.

Teamwork: Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others.

Accountability: Takes ownership of all responsibilities and honors commitments; delivers outputs for which one has responsibility within prescribed time, cost and quality standards; operates in compliance with AFCAC regulations and rules; supports subordinates, provides oversight and takes responsibility for delegated assignments.

Managing Performance: Delegates the appropriate responsibility, accountability and decision- making authority; makes sure that roles, responsibilities and reporting lines are clear to each staff member; monitors progress against milestones and deadlines; regularly discusses performance and provides feedback.

Judgement/Decision-making: Identifies the key issues in a complex situation, and takes decisions in accordance equivalent to his/her position.

PERFORMANCE INDICATORS:

- Quality of AFCAC representation in international and regional meetings.
- Effectiveness of the Executing Agency of the YD and measures implemented towards full implementation of YD.
- Effectiveness of coordination work with States, RECs, Service providers, ICAO and other Partners.
- Regularity and quality of progress review, follow up and execution of recommendations on the establishment of SAATM and implementation of the provisions of the YD.
- Number and quality of States' assistance programmes in the development and review of Aviation Security and Facilitation programmes aimed at the enhanced implementation of SARPs and Regional Targets.
- Quality of Reports and documentation prepared for AFCAC's representation at Regional and international meetings.
- Number and effectiveness of capacity building initiatives implemented.
- Quality of the measures and the SAATM implementation roadmap proposed.
- Number of conflicts settled.

FUNCTIONAL LINKS:

- Secretary General
- Other AFCAC staff
- Members of Working Groups, Committees and Sub-Committees

EXTERNAL LINKS:

- AUC, Champion State and Ministerial Working Group on SAATM
- African Civil Aviation Organizations
- ICAO
- Regional Economic Communities
- Various partners and stakeholders