



VACANCY NOTICE Ref:

CAAZ/07/2026

HEAD AVIATION SAFETY AND CORPORATE RISK MANAGEMENT

Reports to: Director, Flight Safety and Standards

Location: Harare

Job Purpose

Leads the implementation and continuous improvement of Zimbabwe's State Safety Programme in accordance with ICAO Annex 19 and the Safety Management Manual (Doc 9859) and the Authority's Corporate Risk. The role integrates State safety oversight with Corporate risk and performance management, develops safety intelligence from reliable data, and promotes coordinated, risk-informed action across all aviation domains.

Duties and responsibilities

- Develops, maintains and periodically reviews the State Safety Policy, SSP document and implementation plan; defines accountabilities and governance arrangements; and reports progress, constraints and priority decisions to executive management.
- Coordinates SSP implementation across Airworthiness, Flight Operations, Air Navigation Services, Personnel Licensing and Aerodromes, and supports alignment of national safety priorities and actions with the Global and Regional Aviation Safety Plans.
- Maintains the State Safety and Corporate risk-management framework and Risk Register; identifies hazards and emerging risks; and uses trend and predictive analysis to prioritise surveillance, resources and safety-enhancement action.
- Establishes Zimbabwe Safety objectives, indicators and targets; monitors safety performance; maintains executive dashboards; evaluates the effectiveness of risk controls; and prepares periodic and annual State safety reports.
- Coordinates consistent acceptance and continuing oversight of service-provider Safety Management Systems, including interfaces with regulatory domains, surveillance, findings and corrective-action follow-up.
- Oversees the collection, validation, classification, analysis, protection, sharing and exchange of safety data and information through the State safety data collection and processing system, producing safety intelligence for management decisions.
- Leads State safety promotion through training, communication, stakeholder engagement and dissemination of lessons learned, supporting a positive safety culture, open reporting and continuous improvement.
- Performs other related duties, as assigned.

Qualifications and experience

- A current or previously held professional airman licence as an Aircraft Maintenance Engineer, pilot or air traffic controller.
- A bachelor's degree in Aviation Safety, Aviation Management, Aeronautical Engineering, Aerospace Engineering, Civil Engineering, Air Traffic Management, Air Transport Management, Flight Operations or another directly relevant aviation discipline. A relevant national diploma is acceptable only for an applicant who holds the specified professional airman licence.
- Training in State Safety Programme implementation, Safety Management Systems and Safety Risk Management.
- At least five years' relevant aviation safety experience in regulatory oversight, a Civil Aviation Authority, an Approved Maintenance Organisation or an Air Operator Certificate holder.

CAAZ is an equal opportunity employer and encourages applications from suitably qualified young professionals, women and persons with disabilities. Submit an application letter, curriculum vitae and certified copies of educational and professional certificates by **14 October 2026** to recruitment@caaz.co.zw or the Human Resources Manager, Civil Aviation Authority of Zimbabwe, Robert Gabriel Mugabe International Airport, Level 3, New Terminal Building, P. Bag 7716, Causeway, Harare. Incomplete applications will not be considered.