Private Bag 12003 Windhoek Namibia | (Tel) +264 83 235 2100 | (Web) http:/www.ncaa.com.na

NCAA EXTERNAL VACANCY- FIVE (5) YEAR FIXED-TERM CONTRACTS

(PLEASE NOTE: THIS ADVERT REVISES AND SUPERSEDES THE ONE PUBLISHED ON 13 NOVEMBER 2026)

The Organization

The Namibia Civil Aviation Authority (NCAA) is a state-owned enterprise established by section 8 of the Civil Aviation Act No. 6 of 2016 (November 2016). One of the objectives of the Authority is to control, regulate, and promote Civil Aviation Safety and Security in Namibia, as well as the provision of Air Navigation Services.

Namibia Civil Aviation Authority (NCAA) invites applications for the following positions:

Position	Grade	Minimum Requirements	
		Qualifications	Experience
Department: Safety and Security			
Executive: Safety and Security x1	**E2**	A Master's Degree in Aviation Management/ Aviation Security/Aeronautical Engineering/Aerospace Engineering or any aviation-related discipline. A valid Driver's License	A minimum of 10 years relevant experience in aviation safety or security oversight related industry of which 5 years should have been served on middle management level. Sound knowledge of Safety oversight and promotion, aircraft maintenance, licensing, flight operations or aerodrome ground operations.
Department: Finance and Administration			
Executive: Finance and Administration x 1	**E2**	A Master's Degree in Accounting, Financial Management, Commerce, or a relevant discipline. A recognised professional Accounting qualification i.e. CA, CIMA, CPA from a recognised professional accounting body. A valid Driver's License	A Minimum of 10 years experience in all financial disciplines of which 5 years should have been served on middle management level.
Department: Human Capital and Strategy			

Executive: Human Capital and Strategy x 1	**E2**	A Master's Degree in Human Resources Management / Strategic Management / Industrial Psychology / Organisational Development or relevant discipline. A valid Driver's License	A minimum 10 years experience in all human resources disciplines of which 5 years should have been in served on middle management level. Sound knowledge of change management, employee relations, remuneration frameworks, human capital development; talent and succession management; performance management; organisational development; stakeholder management.

Fit and Proper – Successful candidates shall be subjected to security vetting and obtain a security clearance before appointment.

- **Applicants should send their applications to: recruitment@ncaa.na or apply via nieis.namibiaatwork.gov.na before the closing date.**
- **Enquiries may be directed for attention of Human Resources Office at Tel: 083 235 2175.**
- **All applications must be accompanied by a comprehensive curriculum vitae, certified copies of educational qualifications and other supporting documents.**
- **All foreign qualifications must be evaluated by the Namibia Qualification Authority (NQA).**
- **Preference will be given to Namibian citizens and designated persons as prescribed by the Namibian Affirmative Action Act.**
- **Women and persons with disabilities are encouraged to apply.**
- **Only short-listed candidates will be contacted.**
- **Kindly note the new adjustments and reapply accordingly.**

CLOSING DATE: Monday, 07 December 2026 (17h00 – GMT +2)