Job Description

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Job Title
Officer: Safety Management Systems & Compliance

Job Location
Zanzibar City

Category
-

Job Type
Full Time

Job level
Intermediate

Industry
Air Transport

Open to Expatriates
Only Open to Tanzanian Nationals

Minimum Requirements

Min Budget
-

Max Budget
-

Primary Industry
Air Transport: 5 Years

Secondary Industry
-

Primary Category
-

Secondary Category
-

Certificate
-

Qualification
-

Summary

Officer: Safety Management Systems & Compliance is responsible for leading the Company Safety Management System and regulatory compliance framework to ensure alignment with ICAO Annex 19.

Responsibilities

- Act as the focal point for safety governance, ensuring integration between operational departments and safety reporting systems
- Monitor safety performance indicators, trends, and risk exposure, and provide recommendations to senior management for mitigation actions
- Ensure continuous compliance with authority requirements and applicable ICAO standards
- Plan, coordinate, and manage internal and external safety audits, inspections, and certification processes to ensure compliance and readiness
- Lead risk assessment processes, hazard identification, and mitigation planning across operations
- Oversee safety investigations, ensuring proper documentation, root cause analysis, and implementation of corrective and preventive actions
- Manage safety data collection, reporting systems, and analysis to support data-driven safety decisions
- Coordinate with operational departments to ensure safety standards are embedded in daily operations and decision-making
- Drive continuous improvement initiatives in safety management, compliance processes, and audit readiness

Education & Qualifications

Minimum Qualifications

- Bachelor's degree in Engineering, Safety Management, or related field
- Minimum 5 years' experience in aviation safety or compliance, including experience in Safety Management System (SMS) implementation or regulatory authority work
- Professional certifications not required

- Proficiency in English and Swahili

Preferred Qualifications

- Additional training or specialization in Safety Management or Compliance is an added advantage
- ICAO or IATA Safety Management Systems (SMS) training or certification is an added advantage
- Experience managing audits, certification processes, or working with aviation regulatory environments is an added advantage
- Additional language proficiency is an added advantage

Requirements

Technical

- Safety management systems (SMS) expertise
- Regulatory compliance and audit management
- Risk assessment and hazard analysis
- Investigation oversight
- Data analysis and reporting
- Familiarity with safety databases and reporting systems
- Strong knowledge of ICAO Annex 19 (SMS)
- Experience with audit frameworks (internal and external)

Behavioral

- Attention to detail and analytical thinking
- Strong communication and coordination skills
- Integrity and accountability
- Proactive approach to risk identification and mitigation

Power

- Ability to interface with regulators and senior leadership
- Cross-functional coordination and influence
- Decision-making in safety-critical environments
- Ability to drive compliance and enforce standards

Characteristics

- Successful completion of internal and external audits
- Number and severity of safety incidents and trends
- Effectiveness of risk mitigation actions
- Timeliness and accuracy of safety reporting
- Implementation of corrective and preventive actions

Driving Licence

Not Required

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