



WE ARE HIRING

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Arrivals



For more information, visit [www.africaskyairportsgroup.com](#) or call us at 021 012 3456

**RETAIL & COMMERCIAL
MANAGER**

ABOUT THE OPPORTUNITY

Position: Retail & Commercial Manager

Location: South Africa

Position Type: Full-time, Executive Management

Department: Commercial Division

Reporting To: Commercial Director

Closing Date: 29 August 2025

- As Airport undergoes its R650 million upgrade from Category 2 to Category 5, we seek an exceptional Retail & Commercial Manager to design and implement a world-class retail strategy for our expanded international terminal.
- This is a career-defining opportunity to:
- Curate South Africa's most exciting airport retail experience across 15,000m² of commercial space
- Build relationships with 150+ luxury and mainstream retail brands
- Drive R200M+ in annual non-aeronautical revenue

Send your CV and portfolio to:

✉ careers@africaskyairportsgroup.com

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RETAIL & COMMERCIAL MANAGER

KEY RESPONSIBILITIES

- 1. Retail Strategy & Development
- Develop and execute a 5-year retail masterplan aligned with Category 5 passenger demographics
- Lead the tenant mix strategy for duty-free, specialty retail, and F&B concessions
- Negotiate and secure anchor tenants (luxury brands, local designers, international retailers)
- Implement innovative retail concepts (pop-up stores, digital shopping experiences)
- 2. Commercial Operations Management
- Oversee all retail operations including:
- Duty-free operations
- Specialty retail (electronics, books, fashion)
- Food & beverage outlets
- Services (banks, pharmacies, spas)
- Achieve R25,000/m² annual sales density target
- Maintain 95%+ occupancy rates across retail spaces

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KEY RESPONSIBILITIES

- 3. Revenue Optimization & Growth
- Develop and implement dynamic commercial models (minimum guarantee vs percentage rent)
- Introduce data-driven merchandising strategies using passenger flow analytics
- Maximize dwell time monetization through experiential retail
- 4. Passenger Experience Enhancement
- Implement seamless retail experiences (click-and-collect, mobile ordering)
- Ensure retail offerings reflect local culture and global trends
- Maintain 4+ star Skytrax ratings for retail services

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RETAIL & COMMERCIAL MANAGER

- Education & Certification:
- Bachelor's/Master's in Retail Management, Business Administration, or Commercial Property
- ICSC Certified Retail Property Executive (preferred)

QUALIFICATIONS & EXPERIENCE

DESIRED SKILLS

- Skills & Competencies:
- 10+ years in senior retail management (airport, mall, or flagship retail experience essential)
- Proven track record in:
 - Managing 10,000m²+ retail spaces
 - Achieving R200M+ annual retail revenue
 - Luxury brand negotiations
- Experience with:
 - Duty-free/travel retail operations
 - F&B concept development
 - Retail technology implementations

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QUALIFICATIONS & EXPERIENCE

DESIRED SKILLS

- Leadership Competencies:
- Strategic thinker with commercial acumen
- Exceptional negotiation and relationship-building skills
- Innovative approach to retail experience design
- Strong financial and data analysis capabilities

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RETAIL & COMMERCIAL MANAGER

WHY JOIN US?

- Your retail strategy will:
- Fund critical airport infrastructure through commercial revenue
- Create 150+ local jobs through retail opportunities
- Position the Airport as a retail destination in its own right

HOW TO APPLY

- Interested candidates should submit their CV, cover letter, and relevant certifications to (careers@africaskyairportsgroup.com) with the subject line ("Retail & Commercial Manager Application")
- Application Deadline: **29 August 2025**
- Join us in redefining excellence in aviation!
- Africa Sky Airports Group is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

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