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**HUMAN RESOURCES
DIRECTOR**

ABOUT THE OPPORTUNITY

Position: Human Resources Director

Location: South Africa

Position Type: Executive, Full-time

Department: Human Capital

Reporting To: Chief Executive Officer

Closing Date: 29 August 2025

- Lead the People Transformation at South Africa's Next International Gateway
- As the Airport embarks on its historic R650 million upgrade from Category 2 to Category 5 status, we seek a visionary Human Resources Director to architect the human capital strategy for this nationally significant transformation.
- This executive role will shape the workforce ecosystem for our expanded international hub, projected to employ 250+ staff and serve 500 thousand+ passengers annually.

Send your CV and portfolio to:

✉ careers@africaskyairportsgroup.com

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HUMAN RESOURCES DIRECTOR

KEY RESPONSIBILITIES

- 1. Strategic HR Leadership
- Develop and execute the 5-Year Human Capital Strategy aligned with the Category 5 transition
- Lead organizational design for 40% workforce expansion across technical, operational, and commercial functions
- Establish workforce readiness programs for new international standards
- 2. Talent Acquisition & Development
- Oversee recruitment of 500+ specialized roles (aviation security, air traffic services, retail management)
- Design leadership pipeline programs to develop internal talent
- Implement global best practice onboarding for diverse hires
- 3. Employee Relations & Culture
- Foster an inclusive, high-performance culture during organizational change
- Manage complex labor relations with 5+ recognized unions
- Implement employee wellness programs for 24/7 shift workers

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KEY RESPONSIBILITIES

- 4. Transformation & Compliance
- Drive employment equity targets (80% HDSA representation)
- Ensure compliance with:
- BCEA and LRA regulations
- SACAA personnel requirements
- International aviation HR standards
- Lead Skills Development initiatives (5% payroll investment)
- 5. HR Technology & Analytics
- Digitalize HR systems for 250+ employee lifecycle management
- Implement predictive workforce analytics
- Establish real-time performance management tools

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- Experience:
 - 12+ years HR leadership
 - 5+ years at executive level in:
 - Aviation/transport sector OR
 - Large infrastructure projects
 - Proven success in:
 - Workforce scaling (500+ employees)
 - Complex union negotiations
 - Organizational transformation
 - Leadership Competencies:
 - Strategic thinker with business acumen
 - Exceptional stakeholder engagement skills
 - Innovative future-of-work strategies
 - Strong data-driven decision-making
-
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 - Exceptional stakeholder engagement skills
 - Innovative future-of-work strategies
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QUALIFICATIONS & EXPERIENCE

DESIRED SKILLS

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WHY JOIN US?

- Define the employee experience for South Africa's newest international airport
- R9 million annual training budget
- Direct impact on national skills development
- Seat at the executive table shaping aviation strategy

HOW TO APPLY

- Interested candidates should submit their CV, cover letter, and relevant certifications to (careers@africaskyairportsgroup.com) with the subject line ('Human Resources Director 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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