



Compendium of Professions in the Transport Sector



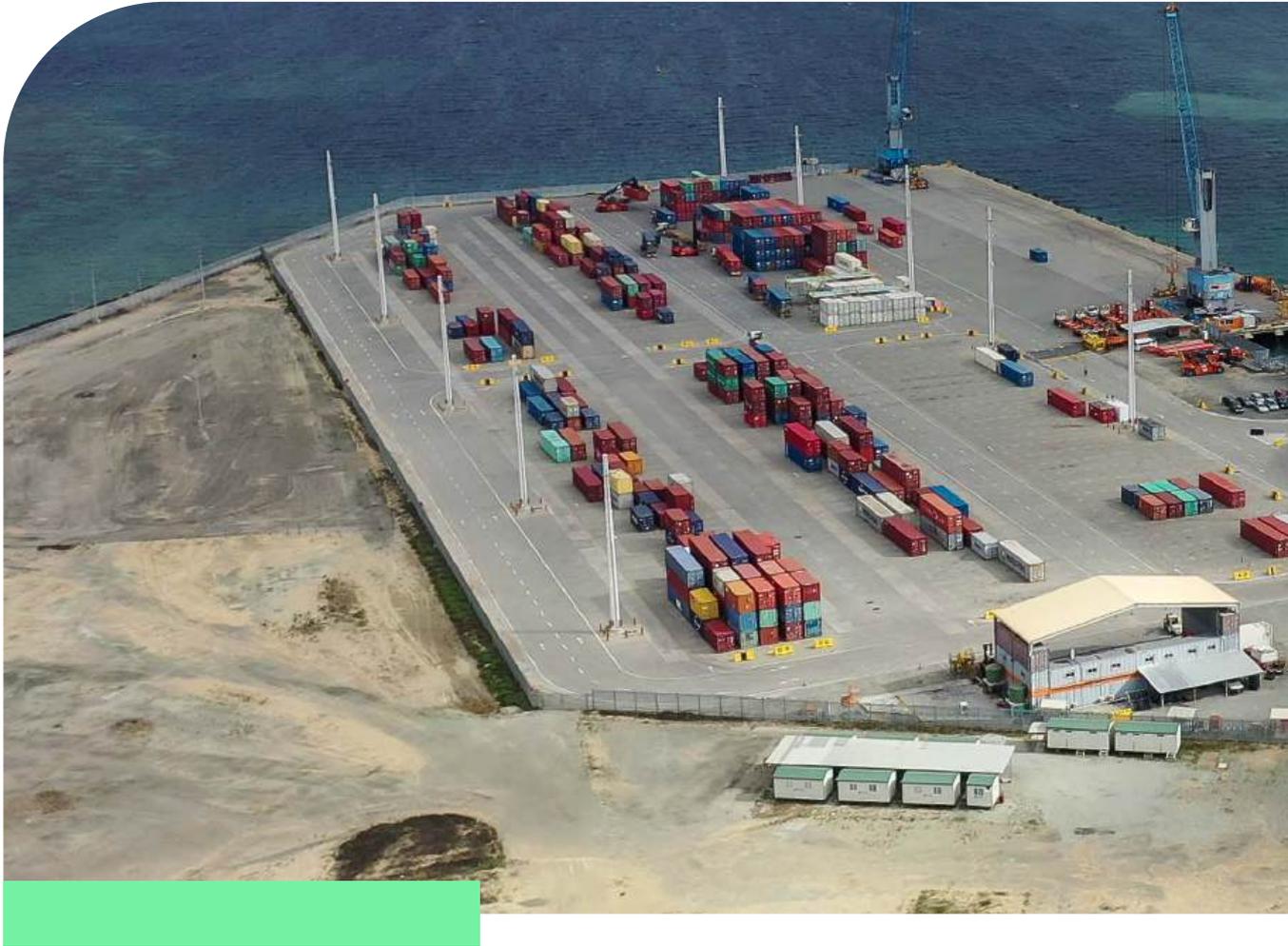
PNG APEC Women in Transport Taskforce

MARCH 2025



National
Airports
Corporation
PAPUA NEW GUINEA





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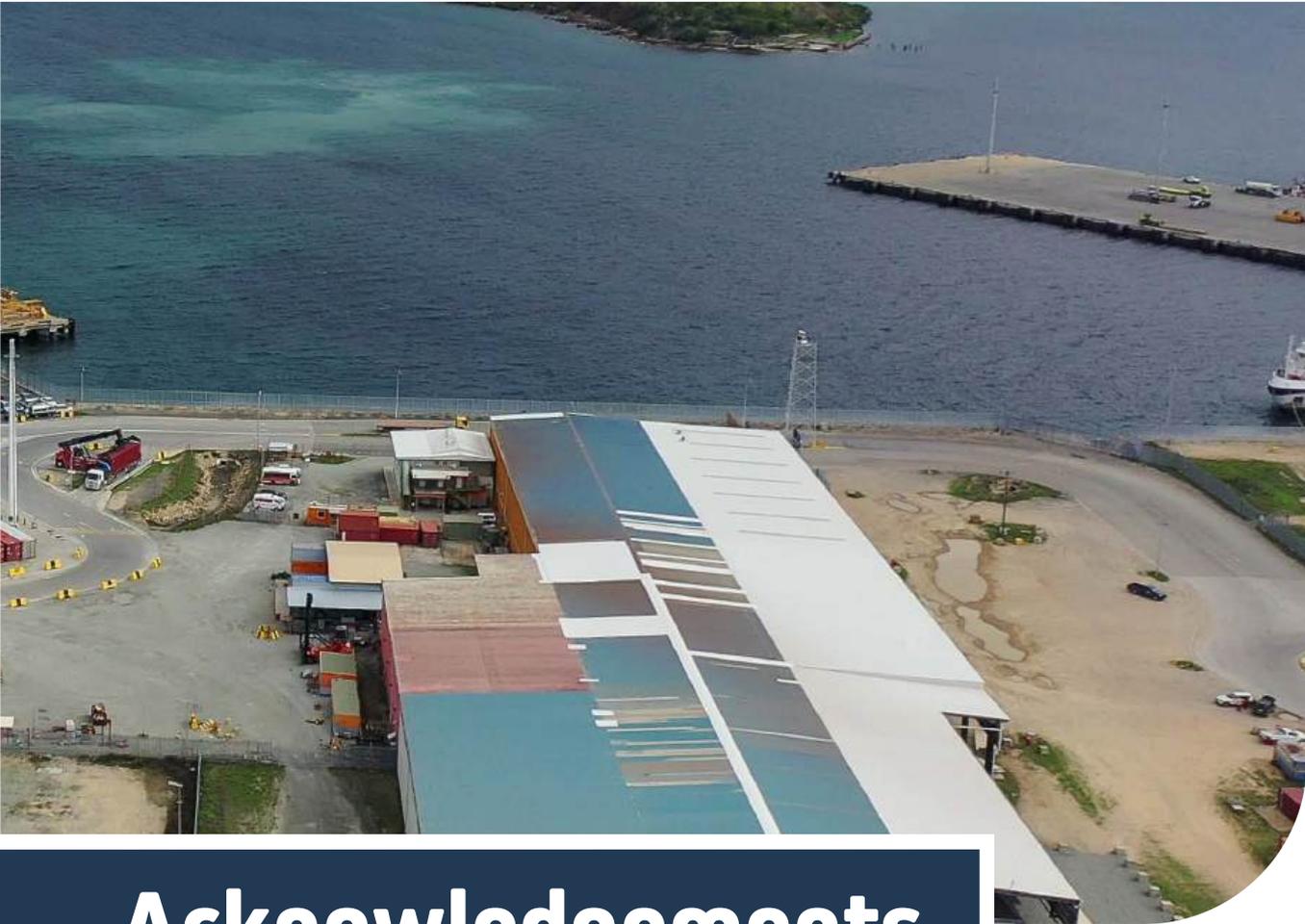
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Acknowledgements

The Papua New Guinea (PNG) Asia-Pacific Economic Cooperation (APEC) Women in Transport (WiT) Taskforce would like to express its sincere gratitude and appreciation to all who contributed towards this project.

Firstly, the United States-APEC Technical Assistance to Advance Regional Integration (US-ATAARI) through Nathan Associates Inc. in providing invaluable technical support and expertise towards this project. Ms Tess Perselay, Ms Louise Williams, Ms Jennie Boocock and your team of experts, thank you very much.

Secondly, we acknowledge the support of the Australian Government through its Department of Infrastructure, Transport, Regional Development and Communications and the PNG-Australia Transport Sector Support Program (TSSP). The support to the chairs of the PNG APEC WiT Taskforce under the Twinning Program, certainly added value to this work, along with the continued technical support to the previous and present chairs, deputy chairs and the secretariat to bring this compendium to completion.

We also appreciate and acknowledge the invaluable contributions from our partners at the Department of Higher Education, Research, Science and Technology (DHERST), the tertiary education institutions and the transport sector agencies (TSAs). We thank the female engineering students at the PNG University of Technology for being great resources and the Vice Chancellor, Associate Professor Ora Renagi for being a true advocate for women in Science, Technology, Engineering and Mathematics (STEM).

Lastly, we would be remiss not to make this special acknowledgement: we are immensely grateful for the support rendered by the Government of Papua New Guinea through the Department of Transport (DoT) and the TSAs, Mr Roy Mumu OBE, former Secretary for DoT, for supporting the inception of the project and in ushering its progress and completion and the heads of TSAs for seeing the relevance of this project and making sure of your agencies' contributions towards this compendium.

We are certain that this compendium will be the first of many editions that will trigger interest in young women and men to pursue a career in transport. We remain hopeful, as well, that the relevant education agencies and institutions find value in this information and consider curricula that help with bridging the gap in technical and professional positions required in the transport sector.

ABBREVIATIONS

AIC	Accident Investigation Commission
ANS	Air Navigation Services
APEC	Asia Pacific Economic Cooperation
ATC	Air Traffic Controller
CASA	Civil Aviation Safety Authority
DHERST	Department of Higher Education, Research, Science and Technology
DoE	Department of Education
DoT	Department of Transport
DoWH	Department of Works and Highways
FOI	Flight Operations Inspector
FSC	Flag State Control
ICAO	International Civil Aviation Organization
IMO	International Maritime Organization
NAC	National Airports Corporation Limited
NMSA	National Maritime Safety Authority
NSPL	NiuSky Pacific Limited
PANS-OPS	Procedures for Air Navigation Services – Operations
PNG	Papua New Guinea
PNGPCL	Papua New Guinea Ports Corporation Limited
PSC	Port State Control
RAA	Rural Airstrip Agency of PNG Limited
RTA	Road Traffic Authority
STEM	Science, Technology, Engineering and Mathematics
TSA	Transport Sector Agency
TSSP	Transport Sector Support Program
TVET	Technical and Vocational Education and Training
US-ATAARI	United States – APEC Technical Assistance to Advance Regional Integration
WiT	Women in Transport

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DEFINITIONS

GENDER

Socially constructed roles, responsibilities and relationships between men and women. This includes norms, behaviours and roles associated with being a man, woman, boy or girl

GENDER EQUITY

Fairness to disadvantaged people (men and women) through specific interventions and actions

GENDER INEQUALITY

A person (man and woman) does not have equal rights, values, or opportunities

PROFESSIONAL POSITIONS

Professional positions are positions that require a specific level of tertiary education, that is, a bachelor's degree or higher for someone to perform its duties and responsibilities. An example is an accountant

SEX

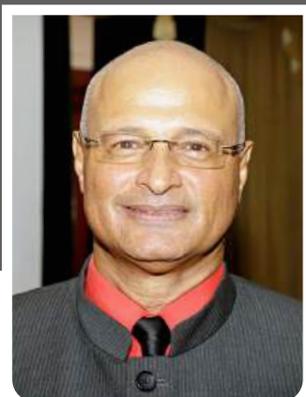
Refers to the biological characteristics that define humans as male or female

TECHNICAL POSITIONS

Technical positions are positions that require technical skills, to get physical or digital related tasks done. An example is an engineer



MINISTER'S COMMENDATION



Hon. Walter Schnaubelt, MP
*Minister of Transport and
Civil Aviation*

A handwritten signature in blue ink, appearing to be 'W. Schnaubelt', written in a cursive style.

I'm proud to highlight the Papua New Guinea APEC Women in Transport Taskforce's (WiTT) pivotal role in promoting and encouraging women's career development within the transport sector.



This compendium is a key tool in our government's goal to improve infrastructure and service delivery by ensuring equal participation of women in professional, technical, and management positions.

WiTT's initiative assessed how educators encourage young women to pursue STEM studies required for transport sector roles. The study revealed a significant gender disparity, with men dominating the workforce.

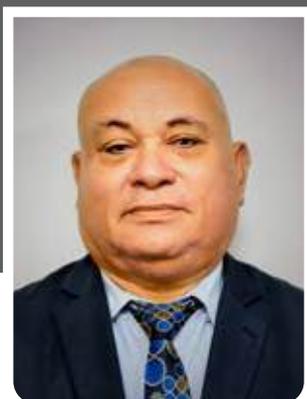
Women hold only a minority of professional, technical, and management roles within participating transport agencies. These findings underscore the urgent need to expand career pathways and opportunities for women in PNG's transport sector.

The Compendium of Professions in the Transport Sector was created to raise awareness among educators about diverse career options. It details professional and technical roles, required qualifications, and features inspiring stories of women leaders. Achieving gender equality in this sector requires a collaborative approach, moving beyond scholarships and quotas.

This includes research on in-demand positions, targeted media campaigns, curriculum development, strengthened gender policies, and prioritising women's enrolment in STEM courses.

I commend WiTT's leadership and dedication in enabling women to contribute to PNG's economic development. By demonstrating the economic and social significance of gender diversity, and promoting women's inclusion in transport-related roles, we are building a stronger, more equitable future.

SECRETARY'S FOREWORD



Mr Mathew Wowoni
Secretary - Department of Transport

On behalf of the Papua New Guinea Department of Transport and the ten transport sector agencies (TSAs), I am delighted to present the “Compendium of Professions in the Transport Sector”. This is the outcome of a pilot activity by the PNG APEC Women in Transport Taskforce relating to APEC WiT Pillar number one: Education.



The compendium serves as both an informational resource and a call to action, encouraging women to consider careers in the transport sector and to recognise their vital role in PNG's economic development.

From the ten TSAs that participated in the collection of data to compile this compendium, nine revealed that less than 40 per cent of the transport workforce is made up of women. Although noticeable, this disparity has been made even more apparent through the PNG APEC WiT pilot activity.

The data collection template, which is the survey tool used by the PNG APEC WiT Taskforce for this pilot activity, produced a baseline understanding of the number of women employed in the TSAs and the positions that these women hold.

This activity also provided an opportunity for our tertiary education institutions to report that there is limited awareness on the mandated functions of each TSA. This project has encouraged collaboration between the agencies and institutions that is critical to addressing the gaps in technical and professional skills required of

professional and technical positions in the TSAs.

We as a transport sector are committed to making sure that there are interventions and opportunities available within our respective agencies to encourage young women and men to pursue a career in transport.

I am pleased to advise that another positive outcome of the APEC WiT Initiative for PNG has been the opportunity for the TSAs to establish the PNG WiT Taskforce. I remain hopeful that the taskforce will be given prominence as an interactive forum for our female colleagues in the sector, with continual support from the Department and the TSAs.

I commit to continuing efforts to increase women's inclusion within the transport sector throughout the country and importantly, further collaborating with PNG's technical and tertiary education institutions to identify qualifications necessary for professional and technical positions in the transport sector.

PAPUA NEW GUINEA APEC WOMEN IN TRANSPORT TASKFORCE



Women representatives from the aviation, maritime and land agency sub-sectors listed below form the membership of the PNG APEC WiT Taskforce (the taskforce) .

These agencies include the Department of Transport (DoT), Department of Works and Highways (DoWH), Accident Investigation Commission (AIC), Civil Aviation Safety Authority (CASA), National Airports Corporation Limited (NAC), National Maritime Safety Authority (NMSA), NiuSky Pacific Limited (NSPL), PNG Ports Corporation Limited (PNGPCL), Road Traffic Authority (RTA) and Rural Airstrip Agency of PNG Limited (RAA).

Being a government-led initiative, the taskforce is a pilot project at the DoT operating by consensus and reporting directly to the Secretary of DoT. However, the nature of this mechanism reflects a collaborative approach and therefore is also collectively a transport sector initiative. Its work is administered and supported by DoT and the TSAs.

The taskforce was designed and set-up to pursue the following:

- ensure women are recognised as vital catalysts in the development of PNG's economy in the sector
- demonstrate the economic and social significance of gender diversity in the sector
- strategically implement of the APEC WiT Framework that is designed to effectively promote the economic participation and inclusion of women in the sector.

The overall vision of the taskforce is to create a space for all women to determine and reach their full potential in the transport sector, with the mission of being the mechanism and platform for female employees in the sector to promote equal opportunities through its designed programs and activities.

RATIONALE

During the 42nd APEC Transportation Working Group Meeting in 2016, hosted by PNG on behalf of Peru, PNG participated in two separate APEC WiT meetings. The US WiT Taskforce leading this initiative conducted one-on-one sessions with interested economies to assess the viability of their proposed projects. As a result of these sessions, the US nominated PNG to receive funding for the PNG WiT Pilot Project in 2017.

In line with the APEC WiT Framework, the PNG WiT Taskforce commenced the pilot in 2018 under Pillar 1, Education. The aim of the pilot project was to improve awareness among PNG educators about how women can fill technical and professional skills gaps in the transport sector.

From the pilot activity, the taskforce identified three sub-activities under Pillar 1 for implementation:

1. Collaborate with education institutions to develop targeted curricula
2. Conduct professional outreach programs
3. Establish a data collection system specific to the transport sector to compile and publish a compendium of available professions.

Commencing in 2018, the taskforce commenced initial work under sub-activities 1 and 3. This compendium is the outcome of these two sub-activities.



DATA COLLECTION ACTIVITY

The taskforce undertook two key activities under the Education Pillar.

01 Firstly, it collected data on all technical and professional positions within each sector and agency, including job descriptions and required qualifications.

02 Secondly, it completed a survey to assess how relevant tertiary and vocational institutions encouraged women and girls to pursue studies required for technical positions within the transport sector.



Objective

Establish a compendium of technical and professional skills in the transport sector



Scope

- *Identify technical and professional skills in the transport sector*
- *Disaggregate data by sex to determine the number of men and women occupying technical and professional positions*
- *Identify technical and professional skills gaps in the sector*



Methodology

The taskforce circulated a data collection template electronically to all transport sector agencies through their representatives. They then validated this data with respective agencies for accuracy within the timeframe of the reporting period.

Outcome of the Data Collection Activity

The data below indicates the number of employees in technical and professional positions within transport sector agencies. Nine out of the ten transport sector agencies responded to the survey within the reporting period.

The cumulative number of employees in these nine agencies was 3,584 which included 901 professional positions, 1,456 technical positions, and 52 management positions.

The following infographic indicates the number of women and men employed in the nine agencies in professional, technical and management positions respectively.

professional positions held by men and women

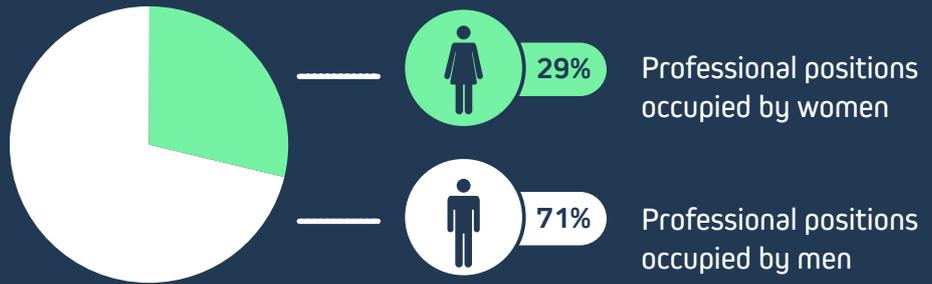


Figure 1: Out of 901 professional positions within the nine transport sector agencies, 71 per cent (640) are performed by men while 29 per cent (261) are performed by women.

technical positions held by men and women

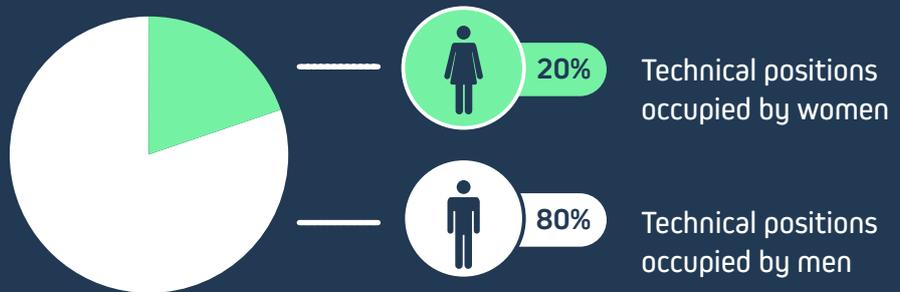


Figure 2: Out of 1,456 technical positions within the nine transport sector agencies, 80 per cent (1,165) are performed by men while 20 per cent (291) are performed by women.

management positions held by men and women

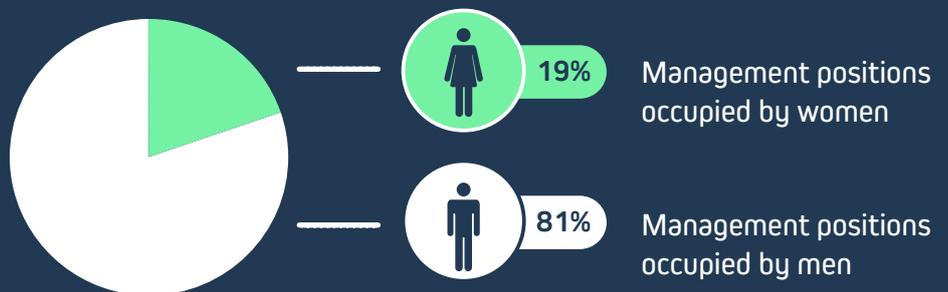


Figure 3: The total number of officers in both professional and technical positions within the nine transport sector agencies is 2,357 (901+1,456). Of these, 2 per cent (52) of positions are management positions with 81 per cent (41) performed by men and 19 per cent (10) performed by women.

SURVEY OF EDUCATORS

The WiT Taskforce conducted an online survey of educators in 2018 to identify whether tertiary and vocational institutions had developed pathways for secondary school or university-aged young women to gain a qualification in Science, Technology, Engineering and Maths (STEM) fields. The survey also aimed to determine whether the educators were willing to work with the transport sector to develop pathways for young women to pursue a career in transport.

Summary outcome of the survey of educators

- There was limited or no direct encouragement from institutions targeting young women in secondary school to undertake STEM-related studies. Seventy-five per cent of the institutions reported that approaches targeting young women were limited to scholarships and a quota system.
- Only twenty-seven per cent of educators were aware of the technical and professional positions available in the transport sector.
- The educators recommended that the following information, assistance, or programs be provided by both the educators and the transport sector to encourage young women to consider entering careers in the transport sector:
 - build awareness through the media and other platforms about careers in the transport sector
 - increase the number of scholarships for women pursuing careers in the transport sector
 - conduct research on professions that are in demand in the transport sector, both regionally and globally
 - develop curriculum and courses to address this demand in suitable tertiary institutions
 - develop and strengthen existing policies relating to gender inequality in tertiary institutions
 - prioritise female enrolment in STEM courses.

During a 2018 meeting with female engineering students from the PNG University of Technology, the taskforce identified two main interventions to be jointly led by tertiary institutions and transport sector agencies:

Graduate Development Program

Vocational training or industrial training opportunities for final year women studying STEM to work within the agencies.

Mentorship Programs

Identify and partner private- or public-sector mentors with women studying STEM who are interested in a career in the transport sector.



Methodology

The taskforce circulated a data collection template electronically to all transport sector agencies through their representatives. They then validated this data with respective agencies for accuracy within the timeframe of the reporting period.



Limitations

1. Limited consultation with the educators and students
2. Limited consultation timeframe
3. Limited methodology

TRANSPORT SECTOR AGENCIES IN PAPUA NEW GUINEA



Air



Sea



Land



About us

The Department of Transport in PNG is responsible for leading each transport sector agency in transport policy development, transport investment planning, legislation review and regulation oversight, monitoring and reporting on performance outcomes, and consolidating capital budgets. The department plays a crucial role in leading sector discussions on transport development matters with central agencies, development partners and other stakeholders. This includes providing leadership oversight to agencies responsible for transport safety, security, and economic regulations. Furthermore, the department oversees the PNG National Weather Service (NWS), which provides meteorological data to the public and critically, to the aviation and maritime industries.

The Department, in fulfilling its mandates and roles, aims to ensure that all three modes of transportation – land, water and air – are safe, secure, affordable and accessible, thereby supporting service delivery and economic growth.

Corporate Objectives



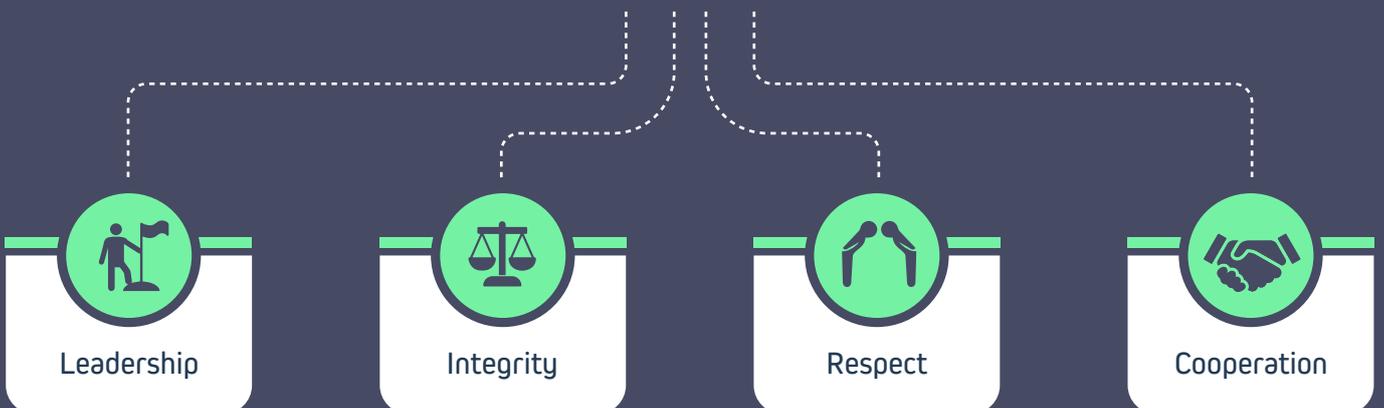
Vision

A transport sector leader, responsible for innovative policy and legislation development, that is inclusive, resilient, well integrated and sustainable.

Mission

To lead the development of a well-integrated sustainable transport system by creating a framework of policies and regulations and implementable models to support government strategies for socio-economic development.

Our Values:



Technical and professional positions available

 Position	 Description	 Qualifications
First Assistant Secretary, Monitoring, Reporting and Evaluation Division	This position reports to the Deputy Secretary, Planning Budget and Implementation Wing and is accountable for the effective sectoral monitoring, evaluation and reporting on the implementation of the transport sector plans, strategies and programs/policies consistent with national government monitoring and reporting requirements.	<ul style="list-style-type: none"> • Master of Project Management or policy planning areas with five years of work experience in a related field
First Assistant Secretary, Service Delivery	This position reports to the Deputy Secretary, Service Delivery and provides high-level leadership, communication and decision-making to lead the Air Transport Division towards successfully achieving set work targets within the Air Transportation Economic Regulatory space.	<ul style="list-style-type: none"> • Master of Business Administration, Economics or Law is desirable with minimum requirement being an undergraduate degree • Technical and operational knowledge of the civil aviation system with at least five years of work experience in a related field
Port Engineer	The Port Engineer is accountable to the Manager Port & Shipping Inspection for the efficient and effective inspection of port development and shipping services in the Maritime Regulation Division.	<ul style="list-style-type: none"> • Bachelor of Engineering or Nautical Science or equivalent field
Climate Research Officer	Accountable to the Assistant Director, Climatology, AgroMeteorology and Special Services to effectively and efficiently investigate trends in the climate of PNG through analysing and processing computerised climatology data and supervise the production and publication of climate reports and summaries for use by various stakeholders.	<ul style="list-style-type: none"> • Bachelor of Science with major studies in climatology • Post Graduate Diploma in Meteorology
Policy Officer	Accountable to the Assistant Secretary, the policy officer is responsible for supporting the policy division with effective and efficient scoping, research, planning and development of the sector plans and policies to support Government of PNG's social and economic development initiatives.	<ul style="list-style-type: none"> • Bachelor of Political Science, Law and Economics or equivalent field

Department of Transport

Female employee in focus



Ms Priscilla Ure
Port Engineer

My name is Priscilla Ure. I'm from the Kairuku-Hiri District of Central Province. When I was in grade 12 at Gerehu Secondary School in 2009, I had the daunting task of deciding on a pathway for my future.

My father instilled in me the value of independence and told me I could achieve this through prioritising a good education.

Although I was informed that the Civil Engineering course was largely male dominated, this made me more determined to pursue this qualification.

Armed with my confidence and faith, I was accepted to study Civil Engineering at the PNG University of Technology from 2010 to 2013.

It was a challenging four years as I persevered to ensure consistency in my academic work alongside the male civil engineering students. In 2014, I obtained my Bachelor's Degree in Civil Engineering. Earning this degree definitely paved the way towards formal employment.

In July 2014, I commenced at the Department of Transport as the Manager-Port Services under the Maritime Transport Division. Directly dealing with maritime matters, I am engaged largely on maritime projects.

From 2014 to 2017, I was engaged on a Japan International Cooperation Agency (JICA) project related to port policy and administration capacity building, where I conducted port, jetty and wharf surveys across the 15 maritime provinces.

The purpose of the project was to create a port inventory which also included related training on port policy and administration in Japan and the Philippines.

A highlight of my involvement in the project was the role I undertook as Team Leader on numerous survey visits with the teams, which comprised mostly of male counterparts.

An important skill I learnt from this project was to collect and analyse data and information, and create port, jetty and wharf technical drawings with various civil engineering software.

I have gained invaluable knowledge conducting feasibility studies for port development projects and understanding how data collection informs decisions on where a port, wharf or jetty should be constructed. My role in the Maritime Transport Division is to add value to policy matters that require technical inputs.



“ I share this experience to encourage other young women to pursue a career in a non-traditional field. There was definitely a lot of uncertainty on what I aspired to be when I completed high school, but the decision then was certainly worth it as I am now reaping the benefits of this great career. ”

Image: Ms Priscilla Ure, with a colleague, undertaking a wharf inspection.

The Department of Transport as the implementing agency of these projects requires my team to provide oversight and facilitate the smooth operation of these projects.

Working in these projects gives me the opportunity to work with experts and gain experience on port site investigations such as geotechnical investigation, hydrographic and bathymetry survey and collection, collation and analysis of data and information on socio-economic activities and determining the size and suitable location for port development.

I would like to specialise in maritime engineering, especially in port engineering and am keen in pursuing this in future. I share my experience to encourage other young women to pursue a career in a non-traditional field. There was a lot of

uncertainty on what I aspired to be when I completed high school, but the decision then was certainly worth it as I am now reaping the benefits of this great career. Above all, always take heed of sound advice from your parents and always trust in the Lord.

Opportunities available in the agency

Opportunities in the Department of Transport range from fields within the corporate and support section to policy and planning, maritime transport regulations and security to air transport economic regulations. A total of 229 positions encompassing these sectors make up the human resource strength of the department.

Employment opportunities

The department offers employment opportunities through organisational restructure exercises and short-term specialists with details of vacant positions advertised in PNG's daily print media.





About us

Department of Works and Highways is mandated to provide efficient road and bridge services for the people of PNG to access markets and vital government services and provide support for economic growth and social integration in alignment with the goals of National Government. The department is the custodian of all road networks and is also responsible for the management of building structure.

Its main functions include:

- Construction and maintenance of all road networks on behalf of the National Government
- Establishing standards that conform to roads and bridges specifications and quality assurance
- Providing technical assistance to provincial, district and local level government
- Building structure and management of building boards in the provincial and district level

Vision

Provide a reliable, safe, and sustainable road network to enable full economic participation by all people in PNG.

Mission

To implement Government of PNG’s policy directions on roads and other infrastructure enabling a high quality of life through a sustainable and integrated land transport systems.

Our Values



Integrity



Dedication



Transparent



Innovation



Commitment



Patriotism

Strategic Objectives

01

Strategically managing the road network and effective multi-year asset development

04

Establishing and implementing contemporary road and bridge design engineering standards

02

Delivering the NRN targets network maintenance condition targets

05

Effectively implementing the Connect PNG development plan

03

Developing and implementing the sub-national road and rural infrastructure strategy

06

Transforming corporate services to ensure they fully support the DoWH strategic objectives

Technical and professional positions available

 Position	 Description	 Qualifications
Assistant Secretary, Budget Coordination and Reporting	This position is responsible for the overall coordination and distribution of capital investment funds and the preparation of annual budget submissions.	<ul style="list-style-type: none"> Bachelor of Management/Accounting
Assistant Secretary, Materials Science & Technology	This position is responsible for managing the Materials, Science & Technology Branch including the four DoWH Regional Laboratories and the 17 DoWH provincial laboratories including 51 branch personnel and 44 laboratory technicians from the DoWH provincial laboratories.	<ul style="list-style-type: none"> Post Graduate qualification in Civil/Geotechnical/ Materials Engineering is desirable though not essential Registered member of Institute of Engineers
Assistant Secretary, Budget Coordination and Reporting	This position is responsible for planning, strategising and delivering monthly, quarterly and annual reports on the operations of the branch among other duties conducted in various DoWH and GoPNG projects in the Policy and Planning Branch within the DoWH.	<ul style="list-style-type: none"> Bachelor of Management or Accounting
Deputy Secretary, Corporate Services	Reporting to the Secretary, this position leads the implementation of the National Road Network Strategy (NRNS), Connect PNG, and other key government reform initiatives in the road sector including oversight of Finance, Employee Services, Property Asset Management, Security, Information Technology, Corporate Planning, Staff Development, Workforce Safety, GESI and organisational performance to achieve the objectives of the DoWH.	<ul style="list-style-type: none"> Relevant master's degree with 20 years' experience in an equivalent leadership and management role
Manager, Contract Employment & Administration	This position is responsible for managing and administering employment contracts and supervising performance management for expatriates and senior national employees.	<ul style="list-style-type: none"> Bachelor of Human Resource Management or Public Administration or Diploma and or equivalent tertiary qualification
Principal Cartographer, Survey and Lands	This position manages and coordinates the drafting and cartographic activities of the Survey and Land Branch and includes travel to PNG's provinces where required	<ul style="list-style-type: none"> Bachelor of Cartography
Senior Draftsperson	This position is responsible for the coordination, supervision, drafting and documentation of architectural drawings for DoWH.	<ul style="list-style-type: none"> Diploma or Bachelor of Architecture

Department of Works & Highways

Female employee in focus



Ms Josephine J Pongi

Principal Cartographer, Survey & Lands Branch

I graduated from the PNG University of Technology with a Bachelor of Cartography and am currently working as the Principal Cartographer, Survey & Lands Branch with the Department of Works and Highways.

My job involves management, survey drafting, mapping, and geographic information system (GIS). I chose this role because I like a challenge. I believe that the jobs at DoWH are open to anyone, regardless of gender.

“ Find a job that can have real impact on people’s lives that is full of possibilities for the future ”

I have always aspired to be a principal cartographer, and I now hope to train future cartographers to be the best in the field.

In my role, I have participated in a range of tech talks to PNG’s Institute of Mapping Sciences & Spatial Information and the Mineral Resources Authority, covering my experiences with Geographic Information System (GIS) and mapping for DoWH.

My work motto is to ‘do great things or to do small things in great ways to serve this great nation, PNG’.

My best advice to young professionals is to find a job that can have real impact on people’s lives that is full of possibilities for the future.



Employment Opportunities

The department targets graduates in civil engineering, cartography and architecture. Details of vacant positions are advertised in PNG’s daily print media as well as the department’s website when positions are available.

For more information on the Department of Works and Highways, visit www.works.gov.pg

CIVIL AVIATION SAFETY AUTHORITY

Functions and responsibilities of agency



About us

The Civil Aviation Safety Authority of Papua New Guinea (CASA PNG) was established in 2010 by the *Civil Aviation Act (2000)*. CASA PNG is a statutory body with a legal mandate to promote aviation safety and security through effective regulation of the civil aviation industry, with particular emphasis on preventing aviation accidents and incidents in PNG, in compliance with its international obligations.

CASA performs the following regulatory functions:

- Developing, establishing and promoting safety and security standards relating to entry into the civil aviation system.
- Monitoring adherence to safety and security standards.
- Conducting comprehensive aviation industry surveillance on an individual and industry-wide basis.
- Ensuring regular reviews of the civil aviation system to monitor performance and to promote improvement and development of its safety and security.
- Maintaining aviation documentation including the register of aircraft.
- Investigating and reviewing civil aviation accidents and incidents.

Vision

Enabling and ensuring connectivity through safe and secure air travel

Mission

To promote compliance and enhance safety and security outcomes through effective collaboration and engagement with stakeholders

Our Values & Behavioral Attributes



Innovation

We transform current practices, identify opportunities and embrace continuous quality improvement.



Transparency

We are open, fair and just.



Accountability

We are responsible for all our actions, behaviours, performance and decisions.



Health

We maintain a healthy and safe work environment.



Integrity

We align our actions to achieve excellence in an open, respectful and ethical manner.

Technical and professional positions available

 Position	 Description	 Qualifications
Air Traffic Control Inspector	This position is responsible for ensuring that aviation professionals – such as air traffic controllers, engineering/electronics personnel, and others – perform their functions safely and responsibly within the PNG civil aviation system.	<ul style="list-style-type: none"> • Degree or Diploma in Aviation and Business Management • Valid CASA PNG ATS License • Approved aviation documents or relevant technical qualification, or professional and technical credibility based on experience, qualification and knowledge
Flight Operations Inspector	This position is responsible for maintaining oversight of aircraft operators in compliance with regulatory obligations under the Civil Aviation Act (the Act) and Civil Aviation Rules (CAR) and ICAO SARPs within the PNG civil aviation system.	<ul style="list-style-type: none"> • Hold or have held an Air Transport Pilot License with Command Instrument rating • Minimum five years or 3,000 hours as pilot in command with sound knowledge of Civil Aviation Act and Civil Aviation Rules
Manager Finance & Administration	This position is responsible for CASA's financial and management procedures under statutory financial regulatory Acts, including supporting financial services for staff, clients and stakeholders.	<ul style="list-style-type: none"> • Degree in Accounting, Commerce, Business Management or equivalent • CPA-PNG registered • Minimum five years at management level with a proven track record • Sound knowledge of CASA PNG operations and the aviation industry
Manager Human Resources	This position is responsible for ensuring effective and efficient management of human resource services for all CASA PNG staff. The manager plans, coordinates and manages all human resources activities as required by the Authority.	<ul style="list-style-type: none"> • Tertiary qualification in Human Resource Management or equivalent • Five year's extensive experience • Proven track record at management or senior level in a similar or corporate environment

Civil Aviation Safety Authority

Female employee in focus



Ms Selina Esifonia Kule
Flight Operations Inspector

I graduated from the University of Papua New Guinea with a Bachelor of Science and currently work as a Flight Operations Inspector with CASA. I am a qualified pilot with First Officer experience on an ATR72-600 aircraft.

My job as an inspector with CASA involves developing, establishing and promoting safety and security standards within CASA and the civil aviation system, conducting comprehensive aviation industry surveillance, and ensuring regular reviews of the civil aviation system to monitor performance and improve and develop aviation safety and security.

Working in aviation has its perks, privileges and challenges.

I would be lying if I said I chose this path because in fact I believe this path chose me. As a high achiever growing up I always loved a challenge. So, when the opportunity presented itself to me, I took it.

Five years in this industry and I can confidently say I am where I need to be. Every day is a learning experience, and I am grateful to CASA PNG and to everyone who has helped me get to where I am.

On a broader scale it is also satisfying to know that my role in this industry is contributing to the development of this country. I believe this is the main reason why I have pursued this career. I aspire to get my command in the near future.

I have this motto pinned up on my workstation, and I read it every morning.

“Be that girl who wakes up with purpose and intent, be that girl who shows up and never gives up, be that girl who believes anything is possible and is willing to work hard for it.”

As a young professional, my best advice would be to never limit yourself. Take every opportunity that presents itself to you as a challenge and go for it. If you fail, try again. Failure is the first step to success.



Career Opportunities	Target positions	No. of intakes per year
Graduate Development Program	ANS ATC FOI	When the need arises

Employment Opportunities

For more information on the Civil Aviation Safety Authority, visit www.casapng.gov.pg



Jacksons Airport - Port Moresby



About us

National Airports Corporation Limited (NAC) is a State-Owned Enterprise (SOE), established under the Civil Aviation Act 2000 and incorporated in 2009 under the Company Act 1997.

NAC is governed by a board of directors who report to trustee shareholders, the Minister for Civil Aviation, and the Minister for Finance.

Under the *Civil Aviation Act 2000*, the primary function of the NAC is to own, operate, manage and maintain airports.

NAC is mandated by the Government of PNG to:

- Improve, develop, maintain, operate or manage the 22 identified national airports or any other airport established by the minister
- Carry out any business or undertaking carried on in connection with an airport
- Facilitate and assist in establishing airport authorities
- Provide aviation security services
- Provide aviation rescue fire-fighting services
- Develop any land surplus to the requirements of an airport for airport related purposes or otherwise, either on its own or with others
- Enter into license arrangements or joint ventures with a province for that province to establish an airport authority
- Enter into leasing or management arrangements with a suitable person or persons, on terms and conditions to be approved by the minister, for any airport.

Vision

By 2030 we are operating a total of 15 international standard Smart Airports.

Mission

To provide and operate airports that meet International Civil Aviation Organization (ICAO) standards in airport infrastructure and facilities to ensure the highest standards of aviation security and safety in all our airports. We commit to providing state of the art facilities that ensure efficient and effective processing of aircrafts and passengers through our highly skilled and committed workforce. We are also committed to strengthening NAC's working relationships with our strategic development partners and stakeholders including our shareholder to ensure we continue to make our airports a positive catalyst to improve mobility of people and creating economic opportunities and prosperity for Papua New Guinea and the region.

Our Values



Innovative and Creative



Customer Focused



Honesty & Integrity



Courageous



Responsible



Accountable

Technical and professional positions available

 Position	 Description	 Qualifications
Aviation Security Officer	Responsible for carrying out daily surveillance work within and out of the airport area to avoid incidents and breaches of the security practices and requirement and to ensure maximum security is applied to safeguard the airport and the travelling public from threats and security incidents.	<ul style="list-style-type: none"> • Diploma or Degree in Security Management, Aviation Management, Law Enforcement, or related fields can be an advantage • National Civil Aviation Authority (CAA) Certification • Must pass a criminal background check and have no prior offenses
Financial Controller	Lead in planning, implementing, managing and controlling all financial-related activities of the company. This includes direct responsibility for accounting, finance, forecasting, strategic planning, job costing, legal, property management, analysis and negotiations, partnership compliance and private and institutional financing.	<ul style="list-style-type: none"> • Degree in commerce and/or accounting and preferably a post-graduate qualification in Financial Management and CPA-PNG membership
General Manager - Finance	Provide overall oversight on timely and accurate financial reports and advise to the Board and Managing Director in line with the requirements of the Public Finance Management Act.	<ul style="list-style-type: none"> • Degree, Postgraduate or higher qualification in Commerce or Accounting and a member of the CPA PNG
Manager – Airside Operations	Responsible for delivering daily leadership and compliance of NAC Airside Operations, pursuant to the relevant requirements of the International Civil Aviation Organization (ICAO) Standards and Recommended Practices and other relevant Aerodrome Maintenance Manuals, and rule part 139 and associated rules, to manage the airport and sustain minimum safety requirements.	<ul style="list-style-type: none"> • Tertiary qualification, preferably in the field of Engineering
Project Engineer	Lead in implementation of Plant and Maintenance projects through the provision of airport investigation, detailed design and documentation or scope of works, procurement, bid evaluation and assessment and construction supervision.	<ul style="list-style-type: none"> • Bachelor’s Degree in Civil Engineering

National Airports Corporation

Female employee in focus



Ms Shannelle Dawana
Manager Airside Operations

I graduated from the Don Bosco Technological Institute, affiliated with the Divine Word University, with a Bachelor in Technical Education (Majoring in Electronics Engineering) and currently work as the Manager Airside Operations with NAC.

My job primarily involves ensuring safety in aviation is sustained daily. I am responsible for delivering daily leadership and compliance of NAC Airside Operations, pursuant to the relevant requirements of the International Civil Aviation Organization (ICAO) Standards and Recommended Practices and other relevant Aerodrome Maintenance Manuals, and rule part 139 and associated rules to manage the airport and sustain minimum safety requirements.

My key functions and responsibilities are based on NAC KPIs, which are the five perspectives including Finance, Customer Service and Stakeholder Relations, Safety and Compliance, Operational and Internal Process, and Leadership, Culture, and Team Performance. Most of this accounts for 40 per cent of compliance related matters and working alongside clients and stakeholders.

My passion for service delivery has leveled me up to focus on change in all levels. I had never thought of entering the aviation industry but it has given me the opportunity to understand aircraft beyond just watching them fly. I now know the ins and outs of how, why, when, who and what aviation is all about.

The most interesting task for me is coordinating and taking the lead in emergencies. This brings out my best and gives me the opportunity to manage an adrenaline rush. As a professional in aviation, I aspire to make changes that will improve our current processes and systems. My aspirations depend entirely upon the Almighty's appointed time, according to his plan and purpose.

I would like to encourage and anticipate seeing more female participation in management within the transport industry, specifically in technical fields. Diversity is a value we can depend on.

Since joining NAC, I have been inspired by the local and international training I have attended, including the Global Safety Network program with Airports Council International, where I received a Silver Diploma in Airport Operations and my International Professional Certificate. This was a personal milestone for me for being the first woman officer to achieve this. I thank NAC for giving me this opportunity and believing in my prosperity.

The time, effort, respect, sacrifice, confidence and integrity I hold within myself pushes me to unimaginable levels in life, gives me the opportunity to achieve my dreams, and teaches me to be the best version of myself each day. In everything, I am open minded and trust the process.

All in all, placing God ahead of all my plans and choices is the ultimate objective.



Ms Dawana's work motto is: If you can't measure it, how can you manage it.

“ My advice to aspiring young professionals is, everything starts with you as an individual. ”

Employment opportunities

Graduate Development Program

NAC's Graduate Development Program (GDP) was introduced in 2018 and was piloted from 2018 to 2021. The GDP is an opportunity through which NAC contributes as a corporate organisation to build human resource capacity in Papua New Guinea particularly in training, mentoring and development of young professionals to acquire knowledge and skills specific to the airport industry.

Since the launch of the program, 10 graduates (five women and five men) have come through the program and are now employed with NAC as full-time employees. NAC is not currently recruiting for its GDP, however, updates and or future announcements regarding this will be published in the newspapers and NAC's social media channels.

Apprenticeship Program

NAC has been preparing and working closely with the National Apprenticeship and Trade Testing Board (NATTB) to complete necessary requirements to be able to provide an apprenticeship program in the future.

For more information on the National Airport Corporation, visit [**www.nac.com.pg**](http://www.nac.com.pg)



About us

NiuSky Pacific Limited (NSPL), formerly PNG Air Services Limited (PNGASL), is Papua New Guinea’s sole Air Navigation Service Provider (ANSP). NSPL’s primary business in the aviation industry is to provide Air Traffic Management (ATM) services to international and domestic operators who use PNG’s designated airspace. NSPL’s area of responsibility spans 1.6 million square kilometers of airspace, extending from sea level up to 60,000 feet in altitude.

NSPL is a State Aviation Enterprise (SAE) that was registered as an independent company in July 2007 and commenced its official operations in January 2008. The company evolved from a government agency, formally known as the PNG Civil Aviation Authority (CAA) into a self-sustaining corporatised entity as intended by the government. The Government of Papua New Guinea remains the sole shareholder through the Ministry of Civil Aviation and the Ministry of Finance.

The services NPSL provide include:

- Air Traffic Management
- Airspace Management
- Search and Rescue Coordination
- Regulatory Compliance Service
- Aeronautical Communication, Navigation and Surveillance and Information Services
- Safety Management and Quality Assurance
- Technical Engineering Services
- Aeronautical Information Service

Vision

A leading air navigation service provider in our region and beyond

Mission

Deliver world class air traffic management and air navigation services to assure safe and efficient air transportation within PNG’s designated airspace and to support inclusive socio-economic growth for Papua New Guinea

Our Values



Safety First



Professionalism



Teamwork



Integrity



Excellence



Customer-orientated



Transparency



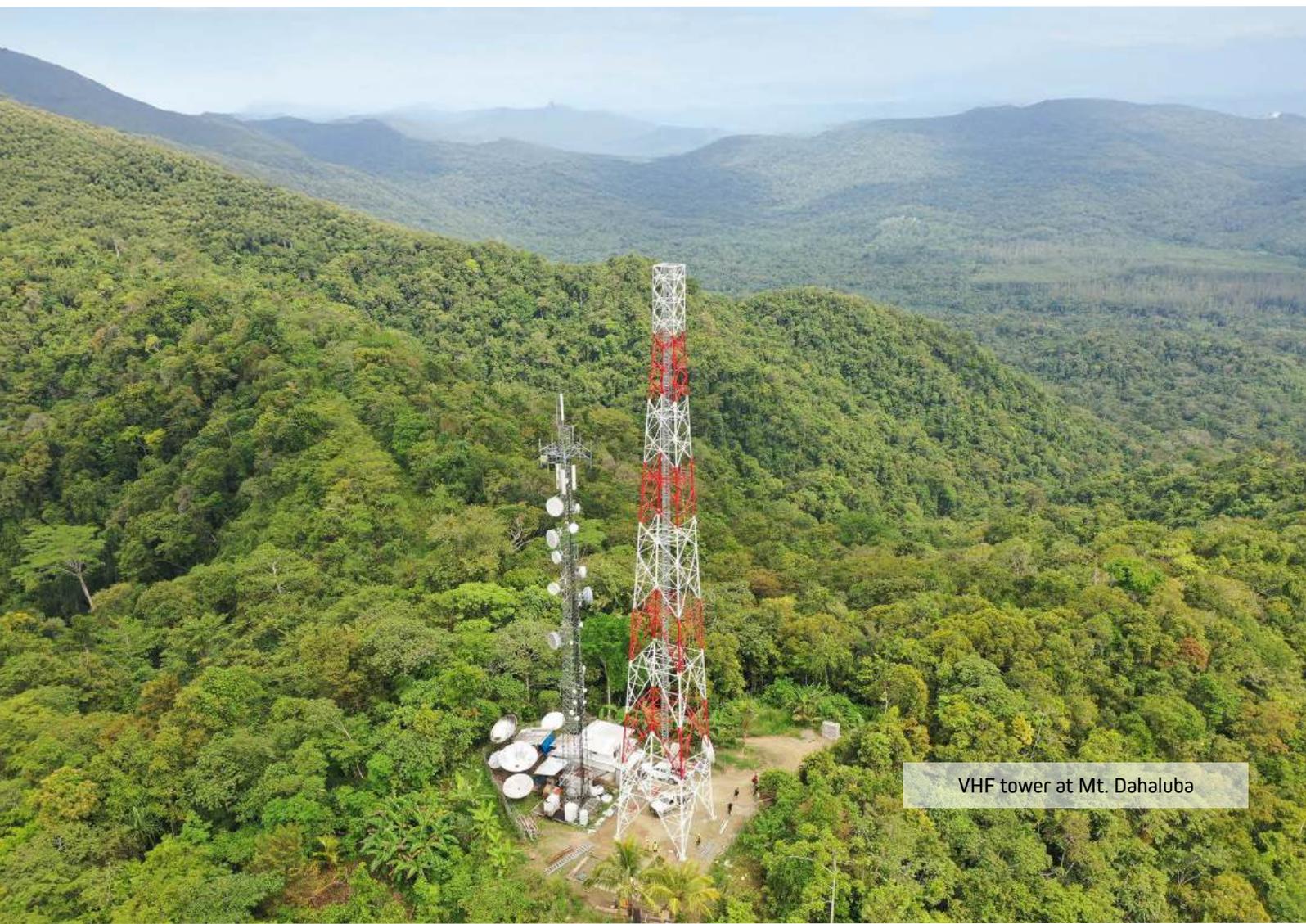
Respect



Inclusiveness

Technical and professional positions available

 Position	 Description	 Qualifications
Approach Radar Controller	This role is responsible for ensuring the safe, orderly and expeditious flow of air traffic within the vicinity of Jacksons International Airport up to 15,000 ft	<ul style="list-style-type: none">• Tertiary qualification• Successful completion of Approach Surveillance Course• CASA Certification
Engineer Automated Weather Observing System	This position is responsible for providing technical support to navigational aids and surveillance in the AWOS project	<ul style="list-style-type: none">• Tertiary qualification in Engineering, ICT, or Applied Physics and Instrumentation
Financial Accountant	This position is responsible for financial accounting across all donor agency funded project/activities	<ul style="list-style-type: none">• Bachelor of Accounting from a recognised university• CPA Registered Accountant
Senior Tech Officer – Network Support	This position is responsible for providing ICT support to the organisation’s corporate network	<ul style="list-style-type: none">• Tertiary qualification in Computing or ICT related field



VHF tower at Mt. Dahaluba

NiuSky Pacific Limited

Female employee in focus



Mrs Judy Amani
Approach Radar Controller

I am a qualified Approach Radar Controller. I graduated with a Grade 12 Certificate then attained the following in my Air Traffic Controller career:

- ATC Licensing Certificate
- Area Procedural Certificate
- Approach Procedural/Radar Certificate
- TOT/Classroom Instructor/Course Design Certificates
- Tourism and Travel Certificate
- 3D Air Traffic Control Tower and Radar Simulator Certificate
- PNG PAMAS PRISMA Introduction & DATA Application Certificate

I initially attended Civil Aviation Training College (Port Moresby) then Singapore Aviation Academy, Administrative College (Southern Region), School of Business Administration – UPNG, TAFE and finally COMSOFT, Karlsruhe, Germany for all my certification in my ATC career.

In PNG's flight information region, there are three different airspace classifications:

1. **CLASS A** - All Controlled Airspace above FL 245 to FL600
2. **CLASS C** - All Controlled Airspace at and below FL245
3. **CLASS F** - All Uncontrolled Airspace including Aerodrome Traffic Zone (the other control towers)

My job involves ensuring the safe, orderly, and expeditious flow of air traffic within CLASS C airspace from 15,000 ft and below, in addition to establishing an orderly approach sequence for all arriving aircraft into Jacksons. We communicate with pilots on a daily basis, separating aircraft arriving and departing Jacksons within a 50-mile radius of Port Moresby, and beyond when required, using separation standards approved for use in the Moresby Flight Information Region.

Apart from being an active Controller, my role as an AATSE delegated by CASA is to conduct written, oral and practical assessments on controllers both in Moresby and the other control towers in PNG, to maintain recency and validations of their ratings every six months, annually, after 21 days of leave, or after having been stood down due to an incident, ensuring standards and procedures are maintained.

In 2018, assisted by two others, I developed, documented and delivered the first Tower Course (ADC) in the 3D ATC Simulator situated in the corporate building.

Over the past years, with ongoing training through the transition phase from the old system to the new automated system, I was tasked to write out procedures mainly on HMI for the approach radar cell to which I successfully completed for controller use.

As a child, I had some admiration for ticketing officers working with Air Niugini and dreamt of becoming one of them. In Grade 12, personnel from the Civil Aviation Agency visited my school to share information about their



workplace and I decided to apply to their six month initial training to be an Airways Operation Officer, which I completed in 1982.

Now when I look back, I would say I made the right decision to choose a very satisfying and fulfilling career in aviation and thank God for showing me the way.

I was inspired by controllers communicating with pilots using aviation language, known as radiotelephony, which consists of lingo or jargon that is broadly understood by

pilots and other aviation professionals. For example, the term “WILCO” means: Message copied and will comply.

My aspiration was to become an Approach Radar Controller. This involved separating complex traffic converging into Moresby while remaining calm, confident and at ease to give pilots safety assurance.

I attended the International Transport Federation conference way back in the early 2000s.

There are two main highlights of my career that stand out and I will treasure for as long as I live.

Highlight 1

Whilst on an active circuit (approach radar), I was in a hijacking case. Through prompt response and by alerting the towers, a substantial amount of money belonging to BSP was recovered and the hijackers were apprehended.

Highlight 2

During APEC 2018, I was working on the approach radar, safely guiding VIP flights, mostly private jets and heavy category aircraft, into Jackson’s Airport.

Besides being on the active circuit, I was rostered as a Civil Liaison Officer (CLO) working alongside three Military Liaison Officers (MLO) from the Australian Defense Force (ADF).

These are the highlights of my career, especially the APEC meeting which was a one-in-a-lifetime experience, privilege and great honor. I am grateful to the management of NSPL for this golden opportunity for selecting me to be CLO.



“

Serve your employer diligently with integrity, embrace wisdom and understanding, and above all, have reverence for God. For what good is intelligence without wisdom? Proverbs 3:15-16
Wisdom is more valuable than jewels; nothing you could want can compare with it, wisdom offers you long life, as well as wealth and honor.

”



About us

The AIC was established in 2010 as an independent agency of the government under Section 218 of the *Civil Aviation Act* (2000) and is accountable to parliament through the Minister for Civil Aviation.

The AIC's primary function is to improve aviation safety by investigating accidents and serious incidents, determining the factors that affect, or may affect aviation safety, and communicating its findings to relevant stakeholders. The AIC conducts its investigations on a 'no-blame' basis. This means the AIC does not apportion blame or liability and does not seek to determine any liability of persons or organisations in transport matters.

Its investigations focus on future safety rather than assigning blame, increasing stakeholder awareness of and action on safety issues, and fostering industry and public confidence in the transport system. It publishes reports explaining how and why accidents and serious incidents occurred to increase safety awareness and knowledge and form the basis for stakeholders to improve safety action.

Vision

We aim to be respected nationally and internationally as an independent and professional accident investigation organisation dedicated to improving safety in aviation

Mission

The AIC mission is to carry out investigation into aircraft accidents and serious incidents for the sole purpose of determining its circumstances and causes with a view to avoid future occurrences due to circumstances of a similar nature, and not to apportion blame to any person or organisation

Our Values

- Safety** We promote a 'safety first' culture in all that we do whether it be while at work attending to an accident on-site or within the AIC workplace or outside of work. We do not compromise on safety.
- Professionalism** As professionals we are open, fair and transparent and we treat all individuals and organisations equally and fairly. We are in constant pursuit of new knowledge and skills that ensures our personal knowledge and skills are at par with the advances in appropriate systems and technology.
- Independence** Consistent with Section 6(c) of the CA Act 2000 as Amended we are an independent organisation and will execute our duties without fear or favour - the subject of independence is critical to ensure the integrity of our investigations and publications carries the highest level of integrity.
- Responsible** We are accountable to the State of PNG through the Minister for Civil Aviation for the effective implementation and compliance to Annex 13 to the Convention on International Civil Aviation. We are accountable for the way we conduct our investigations and for what we find, for what we publish and for what we recommend for safety improvements.
- Integrity** We are honest and accountable for our actions and decisions to ensure the highest standard of aviation safety to accorded to the public and the users of air transport. In the cause of our duty, we pledge to always maintain our personal integrity and professionalism.
- Teamwork** We trust in the commitment and loyalty of our colleagues and workmates to accomplish our goals both on an organisation and on a personal front. Working in teams is the single most important element to our success and sustainability of our progress. We are dependable; we will attend to an accident and complete the tasks as a team.

Technical and professional positions available

 Position	 Description	 Qualifications
Legal Officer	This position is responsible for effectively and efficiently managing and providing legal services to the PNG Accidents Investigation Commission.	<ul style="list-style-type: none"> Bachelor of Law and admission in the PNG Law Society
Executive Assistance to CEO	Assist the CEO of AIC in all secretarial services, keeping and monitoring appointments and meetings, typing and filing of all correspondence, answering phone calls, and taking phone messages, and carry out general ad hoc administrative tasks as delegated by the CEO.	<ul style="list-style-type: none"> Diploma or certificate in executive secretarial course and proficiency in Microsoft Suite
Safety Specialist Investigator	This position is responsible for investigating, communicating and disseminating safety information as required.	<ul style="list-style-type: none"> Degree in Public Relations, Information and Communications or equivalent, or equivalent expertise in the field of aviation or marine safety
Investigation – Air Traffic Management	This position is responsible for investigating and reporting on fixed and rotary wing aircraft accidents and incidents within Papua New Guinea’s territorial boundaries and making recommendations to Manager, Aircraft Operations and the Chief Executive Officer on adopting safe air traffic practices to reduce the likelihood of recurrence of similar accidents and serious incidents.	<ul style="list-style-type: none"> Hold or have held a senior position in the air traffic management section of any airline operator in PNG or in other ICAO member states



Accident Investigation Commission

Female employee in focus



Ms Kila Ali
Investigator Air Traffic Management

I commenced my aviation career as an Air Traffic Controller with the then Civil Aviation Authority (CAA) in 1985 and attended ongoing training both locally and internationally.

One of the highlights of my career was attending a course at the Singapore Aviation Academy where I was the only woman from the Asia/Pacific region. I worked in all different sectors of Air Traffic Control, both in the non-radar and radar environment up until my resignation in 2016.

During my career as an Air Traffic Controller with the former PNG Air Services Ltd, now NiuSky Pacific Limited, I was awarded a safety award by the organisation.

When I joined the PNG Accident Investigation Commission (AIC) in January 2016, I was the only woman in the investigation team. My roles and responsibilities in AIC are specialised in all aspects of air traffic management, including assisting in the areas of airports, weather, flight operations, and search and rescue (SAR).

Since 2018, the AIC has recruited a few more women investigators who are each specialised in their own fields as well.

I now work with a team of professional pilots, engineers and other specialists in flight recorders, safety management systems, human factors and cabin safety.



Opportunities available in the agency

Opportunities in the Accident Investigation Commission range from fields within the corporate and support section to legal, safety and investigations.

Employment opportunities

The commission offers employment opportunities with details of vacant positions advertised in PNG's daily print media.

For further information on current jobs in the Accident Investigation Commission, visit www.aic.gov.pg





About us

Rural Airstrip Agency (RAA) is a non-profit organisation established in 2013 to assist the national government in restoring and maintaining rural airstrips throughout PNG. This is consistent with government plans, priorities, and strategies including Vision 2050, MTDP3 and the National Transport Strategy that aim to maintain access to basic goods and services and improve the quality of life for rural communities in PNG, through the restoration and maintenance of sustainable and safe airstrips.

RAA performs a duality of roles:

1. Rehabilitation and restoration

This involves physical work and is included by the RAA field project teams to ensure that an airstrip meets the basic CASA safety and industry standards. Physical work includes grass clearing, drainage development, backfilling, earth moving, cone marker alignment and windsock installation. Other responsibilities include training the Airstrip Maintenance Officer and issuing basic essential tools and small equipment to maintain the airstrip.

2. Ongoing maintenance and inspection

This involves the upkeep of the airstrip to industry standards and ongoing support to the local Airstrip Maintenance Officer, quarterly fuel supplies, maintenance of small equipment such as lawn mowers and compactors.

Vision

To ensure a minimum of 600 serviceable airstrips are available to rural communities across Papua New Guinea

Mission

We exist to restore and maintain rural airstrips to serviceable standards that enable rural connectivity to essential government services and participation in economic opportunities

Our Values

We value S.A.F.E.T.I

S	Service	<i>We commit to serving the rural advocate</i>
A	Accountable	<i>We are honest, responsible and take ownership of our decisions and actions</i>
F	Friend	<i>Fostering friendship and collaborative partnerships which are key to our success at all</i>
E	Excellence	<i>We commit to excellence in service delivery (innovation & quality)</i>
T	Teamwork	<i>We are one team working in trust and synergy to serve #yumiwokbungwantem</i>
I	Integrity	<i>Doing the right thing all the time, even when no one is watching</i>

Technical and professional positions available

 Position	 Description	 Qualifications
Manager Finance	<p>This position is responsible for generating financial data, compiling and submitting reports, analysing industry trends, and assessing the financial health of the company.</p> <p>The Manager Finance oversees the operations and development of the company's finance departments including creating and reviewing policies, budgeting, recruiting, training and conducting regular assessments of financial procedures. The position creates strategic business plans based on the analysis of the company's status and financial forecasts.</p>	<ul style="list-style-type: none"> • Bachelor's Degree in Business, Accountancy or equivalent • Minimum five years' work experience
Manager Human Resources and Administration	<p>This position is responsible for leading and empowering management and employees in the development of Strategic HR Business Plans.</p> <p>The Manager HR and Administration designs systems, processes and policies for organisational effectiveness and employee engagement including in the areas of recruitment, talent management, employee development, employee and industrial relations and HR information.</p>	<ul style="list-style-type: none"> • Tertiary qualifications in HR Management, Industrial Psychology, Office Management, Business Administration or equivalent • Minimum five years' experience
Surveyor, Civil Engineer	<p>This position implements the operation plans for the technical team.</p> <p>The Surveyor undertakes and reports on engineering operations in the field, specifically airstrip surveys, work plans, safety, and various additional airstrip support activities.</p>	<ul style="list-style-type: none"> • Tertiary qualification in Civil Engineering, Surveying, Project Management, Environment, or equivalent discipline
Surveyor, Environmental	<p>This position uses surveying techniques to understand the potential impact of environmental factors on RAA developments and conversely the impact of RAA developments on the environment. The Surveyor collects, analyses, and reports on historical data, water and earth sampling, GIS, and weather and climate forecasts.</p>	<ul style="list-style-type: none"> • Tertiary qualifications in Environmental Science, or other equivalent discipline

Employment opportunities

For more information on the Rural Airstrip Agency, visit www.raa.com.pg

RURAL AIRSTRIP AGENCY

Female employee in focus



Miss Gennie James
Manager Finance

I graduated from the Divine Word University with a Bachelor of Business in Accountancy and currently work as the Manager Finance with RAA.

My job involves planning, organising, directing and controlling the financial activities and processes at the RAA. This includes fund procurement, allocating financial resources, and spending funds. I have a team of five high-performing officers who report to me.

The efficient management of financial resources is essential for any organisation to be sustainable and viable in the long run.

I'm a Certified Practising Accountant (CPA) and am currently completing my Master of Business Administration (MBA) with Divine Word University.

**“ My work moto is:
Always strive for the best. ”**

I'm an entrepreneur at heart and aspire to one day assist women-owned businesses and youth groups who are unable to afford high finance and accounting fees.

“ My advice to young professionals is to believe in yourself and continue to strive for excellence ”





About us

The Papua New Guinea National Maritime Safety Authority (NMSA) was established by the NMSA Act 2003 and is responsible for matters concerning maritime safety, coordination of search and rescue and marine pollution prevention. In addition to these mandated functions, the NMSA is also responsible for collecting and managing data, and to act on behalf of the State on any domestic and international agreements relating to maritime safety, marine pollution prevention and search and rescue.

NMSA's principal responsibilities include:

- Ensuring a cleaner marine environment – Prevent and control ship-sourced maritime pollution in PNG waters
- Complying to safety standards – Ensuring maritime safety through effective regulation and implementation of maritime safety standards
- Saving lives at sea – Coordinate search and rescue operations.

Vision

To be a proactive maritime regulator and administrator committed to safety first at sea and a cleaner marine environment

Mission

A leading maritime safety regulator and administrator that is committed to advancing PNG's national maritime interests at national and international level for the ultimate goal of safer marine environment

Corporate Values



Safety Culture



Accountability



Professionalism



Proactive towards Risk



Cultural Sensitivity



Consultation with Stakeholders



Ethical Behaviour

In line with the vision and mission and to enable NMSA to continue building on its success and navigate the organisation to achieve its desired goals and outcomes, the NMSA has recently created a number of positions through its organisational restructure exercise to increase its manpower in key departments. NMSA is proud of its workforce, particularly women who have contributed through various positions they perform for the growth of the organisation.

Technical and professional positions available

 Position	 Description	 Qualifications
Coastal Radio Operator	This position is responsible for promoting efficient marine radio communication services to the shipping industry through the GMDSS, raising awareness of distress calls and actioning immediate search and rescue.	<ul style="list-style-type: none"> • Diploma or Degree in Communication Engineering • Certificate in GMDSS General Operation
Hydrographic Data/Officer (Surveyor)	This position is responsible for managing hydrographics and aids to navigation information necessary for the maintenance of PNG's nautical charts and publications with the objective of keeping these up to date.	<ul style="list-style-type: none"> • Degree in Environmental Science/GIS added advantage • Certificate in Nautical Cartography highly desirable
Legal Officer-Litigation	This position is responsible for prosecuting and defending claims by and against the National Maritime Safety Authority in the courts of law in PNG.	<ul style="list-style-type: none"> • Bachelor of Law • Several years' experience in litigation matters
Marine Pollution Inspection Officer	This position is responsible for monitoring, preventing and controlling vessel derived pollution into seas and navigational rivers as per the legislative requirements and the regional and international conventions and protocols.	<ul style="list-style-type: none"> • Degree in Environmental Science or Marine Science
Ship Inspection Officer	This position is responsible for ensuring that all vessels operating in PNG waters comply with national and international maritime safety standards. The Officer will carry out flag state inspections and port state inspections on domestic and international ships within the boundaries of relevant national and international legislation pertaining to maritime operations including the relevant IMO conventions, PNG Merchant Shipping Act, NMSA Act and Marine Pollution Regulations.	<ul style="list-style-type: none"> • Master Class 2 and Engineer Class 2 • Class 1 holder highly desirable
Ship Registration Officer	This position is responsible for the registration of all sea-going vessels in compliance with PNG maritime regulations (Merchant Shipping Act/NMSA Act and maintaining of ships register and database conventions, PNG Merchant Shipping Act, NMSA Act and Marine Pollution Regulations).	<ul style="list-style-type: none"> • Degree in Business Management or equivalent qualification

National Maritime Safety Authority

Female employee in focus



Ms Priscilla Piandi
Marine Pollution Inspection Officer

I come from Western Highlands province and am employed as the NMSA Marine Pollution Inspection Officer. My role involves responding to shipping related pollution incidents at sea and determining and stopping the source of pollution. I am also a member of the Oil Spill Response team (OSR).

Together with my team, I manage regular maintenance for all NMSA OSR equipment and coordinate the deployment of equipment to address oil spill incidents at sea. Prior to joining NMSA, I spent six years performing marine environmental safeguard duties including reef or sea substrate assessments and verification for suitability for the newly proposed Navaid's installation sites under the Maritime and Waterways Safety Project.

I have also performed other marine environmental safeguard duties including reef/sea substrate assessments and verification for suitability for the newly proposed Navaid's installation sites under the Maritime and

Waterways Safety Project for the last 6 years before joining Marine Environment Protection Department as the Pollution Inspection Officer.



Remarks

The first GDP was introduced in 2015 where five students were recruited from UPNG and UNITECH in the fields of Mechanical Engineering, Physics and Instrumentation, and Geography and Environmental Sciences. The students completed two years of training and are now permanent officers in the respective technical departments. One of the students was a young woman who is now specialising in hydrography and charting.

Employment Opportunities

For more information on the National Maritime Safety Authority, visit their website on www.nmsa.gov.pg



Highland Chief - Port Moresby



About us

PNG Ports Corporation Ltd (PNGPCL) is one of PNG’s oldest state-owned entities, performing a multitude of roles, including owning and operating 15 port facilities nationwide. These ports provide pilotage, surveillance and line handling, berthage and storage services, and facilities leasing of offices, warehouses and vacant land.

Additionally, PNGPCL fulfils a regulatory function as Port Manager to provide harbour management and maritime compliance responsibility for each declared port it operates under delegation from the PNG Department of Transport and Infrastructure.

PNGPCL’s 15 ports are strategic national assets providing critical links to world markets. These ports provide a gateway to facilitate trade through the export of goods to international markets and the import of essential goods for the domestic economy. The 15 declared ports include Lae and Motukea, which are the largest in the network, as well as the regional ports of Aitape, Alotau, Buka, Daru, Kavieng, Kieta, Kimbe, Lorengau, Madang, Oro Bay, Rabaul, Vanimo and Wewak.

PNG PCL is a fully corporatised state-owned entity whose ownership is vested by the Government of PNG with Kumul Consolidated Holdings (KCH).

Vision

To be the premier gateway for maritime trade in the South Pacific

Mission

PNG Ports Corporation will be the leading

- trade facilitator
- port operator
- seaport developer and
- seaport administrator

by providing internationally competitive gateway facilities and services through superior customer focus



Technical and professional positions available

 Position	 Description	 Qualifications
Finance Manager	Manage and direct efficient procurement services, ensure all financial statutory obligations of PNGPCL are complied with and oversee the management of staff savings and loans.	<ul style="list-style-type: none"> • Bachelor's Degree in Accounting, Business, Finance or Commerce from a recognised institution. • CPA qualified or CPA member working towards achieving CPA qualification
Marine Engineer	Provide mechanical and engineering services on pilot boats and ensure that all marine engines and machinery are always functional and in good state of repair.	<ul style="list-style-type: none"> • Minimum Engineer Class 4 Certificate
Marine Pilot	Maintain the steering and control of a vessel in and out of ports or other areas that require highly skilled navigation. Work with a ship's captain and crew to safely navigate the vessel to its destination. Establish a positive working relationship with a vessel's captain and deck officers.	<ul style="list-style-type: none"> • Minimum Mate of Master Class 2 Certificate • Valid Marine Pilots License Standard Training Certification for Watchkeeping (International Requirement)
Coxswain	This position requires working knowledge of pilot boats and experience working with marine pilots to service auxiliary and low voltage system and assists with pilot launch services by working with navigation equipment and marine radio and telephone equipment to provide efficient harbour service.	<ul style="list-style-type: none"> • Minimum Mate Class 5 Certificate • Good written and oral communication skills • Good computer application skills
Public Relations Officer	This position writes, edits and publishes informational material for the broadcast media, commissions, and the public. It coordinates the dissemination of company information and performs related duties as required.	<ul style="list-style-type: none"> • Minimum Degree in Journalism, Public Relations or Communications Studies
Port Business Manager	This position provides leadership and supervision in all operational and administration activities relating to the movement of ships and cargo and ensures best systems, procedures and practices are always maintained to deliver highly efficient and effective services.	<ul style="list-style-type: none"> • Bachelor's degree in Commerce, Business Management or equivalent • Minimum of 7-10 years' experience in a similar role within shipping and port services
Operations Officer	This position reports to the Port Business Manager through the Team Leader Operations for the safe effective and efficient supervision and monitoring of all operational activities within the port area.	<ul style="list-style-type: none"> • Minimum Diploma in Commerce, Business Studies or equivalent • Minimum three years in a similar role
Welder/Fabricator	This position is responsible for maintenance work as directed by the Works Foreman to ensure the company maintains its services, facilities, wharves and buildings in a safe, reliable and habitable condition.	<ul style="list-style-type: none"> • Trade Certificate in • Welding/Fabricating from a recognised technical institution • Minimum two years' experience

PNG Ports Corporation

Female employee in focus



Ms Beverly Nelson
Business Development Manager

I come from East Sepik Province and am currently a Project Manager with PNG Ports Corporation Limited with the Project Management and Development team.

I graduated from the University of Papua New Guinea with a Bachelor of Economics and in 2010 went on to successfully complete my Master of Public Policy specialising in Economic Policy from the Australian National University in Canberra under an Australian Scholarship.

I joined PNG Ports Corporation Ltd in 2011 after spending more than ten years working in the banking sector.

I was initially employed with the Commercial and New Business Development Department as the Commercial and Economics Manager and from there progressed to my current role as Project Manager.

As a project manager, my role involves working with various teams at PNG Ports ranging from engineering, operations, finance and commercial to ensure projects are run on schedule and on budget.

Some of the large port projects I have been involved in include the Relocation of Port Moresby Port to Motukea, construction of new Motukea Port, appointment of new Terminal Operators to the new container terminals at Motukea, and new Lae Port.

I am currently working on the new port development in Lae for the Huon Industrial Park which is now under construction. Whilst with the company I have represented the organisation at various national, local and international workshops and seminars. However, the highlight for me was travelling to China to visit the Port of Shanghai in 2013 under an APEC related workshop.

I did not plan to work in the transport sector, however, have been with PNG Ports Corporation now for 14 years and counting.

I have found working in the maritime sector very interesting and do not see myself as a female working in the port sector however think of myself as an individual that adds value to the work that I do at PNG Ports Corporation Limited.

My encouragement to other women is to work hard and believe in yourself. A career in the transport sector is an interesting and rewarding area of work.

I hope by reading my story and that of other women featured in this compendium you will be motivated to consider work and career opportunities within the transport sector.



“ I think of myself as an individual that adds value to the work that I do at PNG Ports Corporation Limited. ”

Career opportunities	Target positions	No. of intakes per year
Graduate Development Program	Professional and technical positions depending on vacancy and need	Minimum of five per year depending on vacancy or succession plans

Employment opportunities

For more information on the PNG Ports Corporation Limited, visit their website on www.pngports.com.pg



Motukea Port - Port Moresby

CONCLUSION



Through this activity, the Women in Transport Taskforce notes the disparity between the total number of women and men occupying professional and technical positions.

The online survey of educators revealed that most educators are not aware of the skills required of roles in the transport sector and limited attention is given to technical requirement for skilled personnel in each agency.

One of the outstanding sub-activities under the data collection activity is the identification and documentation of the technical and professional positions that are needed in the sector but currently do not exist. Through this sub-activity, the transport sector is able to work in collaboration with education institutions by providing awareness on the skills gaps and how they can work together to develop curricula to address the gaps.

By addressing these gaps, the transport sector and the education institutions can build on existing programs to increase the number of young women undertaking transport related studies. The transport sector should also consider enhancing the scope of existing graduate development programs and creating apprenticeship programs to ensure that young women are given the opportunity to be mentored and prepared for technical, professional, and management roles in PNG's transport sector agencies. This approach would help to reduce the disparity between the number of women and men occupying these positions.



Compendium of Professions in the Transport Sector

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