

JOB OFFER – INTERNAL AND EXTERNAL

TRAINING MANAGER

Reference: 0516/HC/KP/09/2026

Department: Flight Operations / Training

Duty Station: Kinshasa

Type of contract: Fixed-term contract (CDD), with a probationary period of three (3) months

Desired start date: Immediate

ABOUT US

AIR Congo S.A. is a dynamic and growing airline, committed to providing a professional, stimulating work environment that respects international aviation standards.

Active in the air transport sector since December 2024, our ambition is to become a major player in air transport in the Democratic Republic of Congo and beyond.

Since its inception, AIR Congo has set itself the goal of not only providing reliable air transport services, but also contributing to the development of local skills by creating professional opportunities for young Congolese in technical, operational and managerial professions.

As part of the strengthening of its training system and the development of the skills of its crews, **AIR Congo S.A. is recruiting a Training Manager.**

ABOUT THE POSITION

The **Training Manager** is responsible for planning, coordinating, supervising and monitoring training activities for flight crews and cabin crews.

It ensures that training programs and activities comply with applicable regulatory requirements, aviation safety standards, company procedures and quality management system requirements.

The incumbent plays a central role in maintaining the skills of the crews, developing a safety culture and continuously improving the company's training system.

MISSION OF THE POSITION

The Training Manager's mission is to guarantee the efficiency, compliance and quality of AIR Congo S.A.'s crew training system.

In this capacity, he or she is responsible for planning and coordinating training, monitoring crew qualifications and skills, supervising instructors and ensuring that training activities comply with regulatory requirements and safety standards.

It also contributes to the identification of training needs, the assessment of skills and the continuous improvement of training programmes and processes.

KEY RESPONSIBILITIES

1. Training management and planning

The Training Manager is responsible for:

- Develop and implement the annual crew training program;
- Plan initial, recurrent, skills maintenance and qualification training, in accordance with applicable requirements;
- Coordinate Flight **Crew** and **Cabin Crew training sessions** ;
- Ensure compliance with regulatory deadlines relating to training, qualifications and controls;
- Anticipate training needs according to the evolution of operations and personnel;
- Coordinate training with instructors, examiners, training centres and external providers;
- Ensure optimal use of available training resources.

2. Supervision of Crew Training

The incumbent ensures the quality and effectiveness of the training provided.

In particular, it is responsible for:

- Supervise flight and cabin crew training activities;
- Ensure the application of approved training programs and standards;
- Monitor the performance of trainees and crews;
- Identify individual or collective needs for further training;
- Participate in the evaluation of the effectiveness of training;
- Ensure consistency between operational needs and training programs.

3. Aeronautical Rating Requirements

The Training Manager must:

- **Hold an appropriate crew license, including an ATPL that complies with ICAO standards;**
- **Be a valid Type Rating Instructor (TRI) on a B737NG or ATR 72-600;**
- Possess a thorough understanding of **Flight Crew and Cabin Crew** training concepts and principles ;
- Have sufficient operational experience to understand the requirements and constraints of airline operations.

4. Aviation Safety and Operational Practices

The Training Manager must have practical experience and expertise in the application:

- aviation safety standards;
- safe operating procedures;
- safety management principles;
- best practices applicable to flight operations.

In particular, it contributes to:

- promote a safety culture among crews;
- integrate lessons learned from operational events into training programmes;
- Identify training needs related to operational risks;
- collaborate with the **Safety** and **Flight Operations** functions on safety-related issues.

5. Quality Management System

The Training Manager must have a good knowledge **of quality management systems**.

In this capacity, it ensures in particular to:

- the application of procedures and quality standards in training activities;
- the compliance of training records and records;
- the traceability of the training courses carried out;

- the identification of deviations and the implementation of corrective actions;
- continuous improvement of training processes.

He collaborates with the **Quality Assurance** and **Safety** teams to ensure the compliance and effectiveness of the training system.

6. Instructor Management and Coordination

The Training Manager ensures coordination with the various instructors and stakeholders involved in the training.

In particular, it is responsible for:

- Coordinate instructor activities;
- Ensure the availability of qualified instructors;
- Participate in the assessment of their professional development needs;
- Ensure effective communication between instructors and operational teams;
- Ensure harmonization of training practices.

7. Document management and reporting

The incumbent ensures that training documents are kept properly and available.

In particular, it ensures:

- the follow-up of individual training files;
- updating registers and databases;
- the monitoring of qualifications and deadlines;
- preparation of periodic reports on training activities;
- the presentation of performance indicators related to training;
- Documentation of deviations and corrective actions.

DESIRED PROFILE

The ideal candidate will have strong operational experience in the aviation sector as well as an excellent understanding of the requirements related to aircrew training.

Qualifications and Experience

The candidate must:

- Hold an **ATPL that complies with ICAO standards** ;
- Be a **valid Type Rating Instructor (TRI) on a B737NG or ATR 72-600**;
- Have hands-on experience in flight operations;
- Have in-depth knowledge of the functions and processes of a comparable organization;
- Have a good knowledge of the principles and practices of **Safety Management** ;
- Have a good knowledge of quality management systems;
- Understand the requirements for flight **crew and cabin crew training**.

SKILLS AND ABILITIES

The candidate will have to demonstrate:

- Strong leadership abilities;
- An ability to exercise the necessary authority within the framework of one's responsibilities;
- Excellent organizational skills;
- A good analytical mind;
- An ability to work independently;
- Excellent problem-solving skills;
- Good decision-making skills;
- Excellent oral and written communication;
- Excellent interpersonal skills;
- A good command of computer tools;
- An ability to maintain harmonious professional relationships at all levels, both inside and outside the organization;
- A strong focus on safety, quality and continuous improvement.

KEY PERFORMANCE INDICATORS (KPIs)

The Training Manager may be evaluated on:

Indicator	Objective
Training compliance rate	Ensure that training is completed on time
Rating validity rate	Keep qualifications and clearances up to date
Training Program Completion Rate	Ensure the execution of the annual program
Success rate for training and tests	Measuring the effectiveness of the training system
Document compliance rate	Guaranteeing the traceability and quality of files
Number of discrepancies noted	Identify and reduce non-conformities
Corrective Action Closure Rate	Ensure effective follow-up of identified gaps

LANGUAGES

- **French:** excellent oral and written level;
- **English:** Advanced level (C1), with an excellent ability to communicate orally and in writing, to understand and express himself fluently in professional and aeronautical English.

CONDITIONS AND BENEFITS

AIR Congo S.A. offers in particular:

- An attractive remuneration;
- Health insurance;
- Training and professional development opportunities;
- A dynamic and international work environment;
- The opportunity to contribute to the development of an ambitious national airline.

WHY JOIN AIR CONGO S.A.?

- Joining a growing national airline;
- Participate in the development of the crew training system;
- Contribute to the strengthening of safety and quality standards;
- Evolve in a dynamic and multicultural professional environment;
- Participate in the development of the skills of Congolese aviation professionals;
- Actively contribute to the construction of a national reference airline.

HOW TO APPLY?

Applications are open **internally and externally**.

Interested candidates are invited to submit:

- An **up-to-date CV** ;
- A **cover letter** ;
- A copy of their **ATPL** ;
- A copy of their **valid type rating and TRI rating** ;
- Any documents attesting to their professional experience and relevant qualifications.

Applications should be sent to:

capitalhumain@air-congo.com

CC : duresad@air-congo.com

dirfltopsadmin@air-congo.com

To the attention of the Human Capital Manager, mentioning "**TRAINING MANAGER**" as the subject of the email.

Kinshasa, 1 September 2026

For Human Capital