

Aviation Security Oversight Specialist

Department: Aerodrome Safety and Security

Employment Type: Full-Time

About the Role

We are recruiting an Aviation Security Oversight Specialist to assume a pivotal role within our national aviation security framework. You will be entrusted with comprehensive authority to implement, monitor, and enforce aviation security regulations and standards across the Kingdom of Bahrain, ensuring robust protection of civil aviation against acts of unlawful interference. This position involves direct oversight of aviation security programmes at airports and airlines, conducting systematic security audits and inspections, coordinating with national security agencies, and ensuring full compliance with the National Civil Aviation Security Programme (NCASP). Your expertise will be fundamental to our commitment to maintaining the highest standards of aviation security, directly contributing to the protection of passengers, crew, aircraft, and aviation infrastructure while facilitating secure and efficient air transport operations in accordance with ICAO Annex 17 standards and international best practices.

Key Responsibilities

1. Regulatory Development, Implementation & Security Oversight:

- Develop, review, and amend national aviation security regulations, advisory circulars, and guidance material in alignment with ICAO Annex 17 (Security - Safeguarding International Civil Aviation Against Acts of Unlawful Interference), ICAO Doc 8973 (Aviation Security Manual) and the National Civil Aviation Security Programme (NCASP).
- Provide authoritative technical interpretation of aviation security-related Standards and Recommended Practices (SARPs) for airport operators, airlines, and aviation security stakeholders.
- Conduct systematic security surveillance, audits, and inspections to verify compliance with national aviation security regulations, NCASP requirements, and international security standards.
- Ensure implementation of security measures outlined in ICAO Doc 10088 (Guidance on the Protection of Civil Aviation Infrastructure Against Unmanned Aircraft) and other relevant security guidance documents.
- Monitor and assess emerging security threats and develop appropriate countermeasures and regulatory responses.

2. Airport Security Programme Oversight & Certification:

- Review, evaluate, and approve Airport Security Programmes submitted by airport operators as part of the aerodrome certification process.

- Ensure Airport Security Programmes comprehensively address all required elements including:
 - Access control systems and restricted area management
 - Passenger and baggage screening procedures and standards
 - Aircraft security and protection measures
 - Security equipment specifications and maintenance requirements
 - Security personnel training and certification programmes
 - Incident response and contingency planning procedures
- Conduct regular compliance audits and inspections of airport security operations, facilities, and equipment.
- Verify effectiveness of security screening technologies and procedures through testing and evaluation programmes.
- Assess and approve security equipment procurement and deployment plans.

3. Airline Security Programme Evaluation & Compliance:

- Review and approve Air Carrier Security Programmes ensuring compliance with NCASP requirements and ICAO standards.
- Monitor airline compliance with cargo security, mail security, and in-flight security procedures.
- Evaluate airline security training programmes for flight crew, cabin crew, and ground personnel.
- Conduct security audits of airline operations including ground handling, catering, and maintenance security procedures.
- Assess airline security risk management systems and threat response capabilities.
- Verify implementation of appropriate security measures for different categories of flights and destinations.

4. Security Personnel Certification & Training Oversight:

- Develop and maintain aviation security personnel certification standards and requirements.
- Oversee the approval and monitoring of aviation security training programmes for screening personnel, security guards, and supervisory staff.
- Conduct evaluations of security training providers and certification bodies.
- Ensure security personnel maintain required competency levels through recurrent training and assessment programmes.
- Monitor compliance with background check requirements and security clearance procedures for aviation security personnel.
- Evaluate and approve specialized security training for high-risk operations and enhanced security measures.

5. Security Equipment & Technology Assessment:

- Establish technical standards and specifications for aviation security equipment including screening technologies, access control systems, and surveillance equipment.

- Conduct technical evaluations and certifications of security screening equipment and detection systems.
- Monitor the performance and effectiveness of deployed security technologies through regular testing and assessment programmes.
- Coordinate with equipment manufacturers and suppliers regarding technical specifications, maintenance requirements, and upgrade programmes.
- Assess emerging security technologies and their potential application in the national aviation security system.
- Ensure security equipment meets international standards and certification requirements.

6. Multi-Agency Coordination & National Security Integration:

- Serve as primary BCAA representative for aviation security matters with Ministry of Interior, Bahrain Defense Force, and other national security agencies.
- Coordinate implementation of national security directives and threat level changes affecting aviation operations.
- Facilitate information sharing and intelligence coordination between aviation security stakeholders and national security agencies.
- Participate in national security threat assessment processes and contribute aviation security expertise to national risk management activities.
- Represent the Authority in international aviation security forums, working groups, and bilateral security agreements.
- Coordinate with customs, immigration, and border control authorities on integrated security procedures.

7. Security Incident Response & Investigation:

- Lead investigations into aviation security incidents, breaches, and violations affecting civil aviation security.
- Coordinate security incident response activities with relevant authorities and stakeholders.
- Conduct post-incident analysis and develop recommendations for security enhancement and corrective actions.
- Prepare comprehensive security incident reports and coordinate follow-up actions with appropriate agencies.
- Support law enforcement investigations related to aviation security matters in accordance with national procedures.
- Monitor and analyze security incident trends to identify systemic vulnerabilities and improvement opportunities.

8. Quality Control & Continuous Security Enhancement:

- Implement and oversee aviation security quality control programmes to ensure consistent application of security measures.
- Conduct regular security effectiveness assessments and vulnerability analyses.
- Monitor international security developments and best practices, implementing appropriate enhancements to national security measures.

- Develop and maintain key performance indicators for aviation security oversight activities.

Qualifications & Experience:

- Bachelor's degree in Aviation Security, Criminal Justice, Security Management, Engineering, or related field.
- Minimum of 5 years of experience with at least 3 years directly in aviation security operations, oversight, or law enforcement.
- Regulatory Knowledge - Expert knowledge of:
 - ICAO Annex 17 (Security - Safeguarding International Civil Aviation Against Acts of Unlawful Interference)
 - ICAO Doc 8973 (Aviation Security Manual - Restricted)
 - ICAO Doc 10088 (Guidance on the Protection of Civil Aviation Infrastructure Against Unmanned Aircraft)
 - ICAO Doc 9859 (Safety Management Manual)
 - National Civil Aviation Security Programme (NCASP)
 - Relevant national security legislation and regulations
- Proven Skills - Demonstrated experience in:
 - Developing and implementing aviation security regulatory frameworks and oversight programmes
 - Conducting comprehensive security audits, inspections, and compliance assessments at the airport
 - Managing security equipment evaluation and certification processes
 - Multi-agency coordination and national security integration
 - Security incident investigation and response management
 - Technical writing of security regulations, policies, and assessment reports
 - Aviation security risk assessment and threat analysis methodologies

Preferred Qualifications:

- Advanced certifications such as ICAO Aviation Security Management, AVSEC PM, Certified Protection Professional (CPP), Physical Security Professional (PSP), or equivalent security industry credentials.
- Former experience in military security, law enforcement, airport security operations, or airline security management is highly desirable.
- Experience working with ICAO USAP CMA audit teams or other national aviation authorities on security oversight matters.
- Knowledge of counter-terrorism measures, threat assessment methodologies, and security intelligence analysis.
- Security clearance at appropriate level for handling sensitive security information.
- Proficiency in Arabic is a strong advantage.
- Understanding of cybersecurity principles related to aviation security systems and infrastructure protection.

Key Competencies:

Security Systems Integration & Risk Management: Demonstrates a strong ability to understand complex interactions between aviation security systems, technologies, and procedures, ensuring comprehensive protection while maintaining operational efficiency. Effectively assesses and manages security risks across the entire aviation system.

Regulatory Authority & Security Enforcement: Confidently exercises state security authority, providing clear, decisive guidance during critical security assessments and enforcement actions. Proactively identifies emerging threats and implements appropriate regulatory responses to address evolving security challenges.

Technical Security Assessment & Compliance Management: Exhibits expertise in evaluating complex security systems, operational procedures, and threat response frameworks. Identifies vulnerabilities and mandates risk-based solutions to ensure regulatory compliance and robust protection against unlawful interference.

Multi-Agency Coordination & Security Diplomacy: Possesses exceptional skills in fostering consensus and coordination among diverse stakeholders, including defense forces, law enforcement, intelligence agencies, airport operators, and airline security departments, to achieve comprehensive security objectives while representing the Authority's interests at high-level national security decision-making.

Security Integrity & Confidentiality Management: Upholds absolute integrity, discretion, and reliability in handling sensitive security information and classified materials. Maintains the highest ethical standards to enhance the credibility and mission of the Civil Aviation Authority while safeguarding sensitive security methodologies and intelligence.

Adaptive Security Knowledge & Threat Awareness: Continuously applies and enhances technical knowledge of evolving security threats, emerging technologies, and international best practices to ensure oversight capabilities remain aligned with changing threat landscapes and security countermeasures.

Critical Security Analysis & Decision-Making: Analyzes complex security information and threat intelligence to make sound decisions under pressure, ensuring oversight activities uphold the highest standards of security effectiveness while enabling secure and efficient aviation operations.

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***Note:** This position requires appropriate security clearance and involves handling sensitive security information related to aviation security oversight and national security matters. Successful candidates must undergo comprehensive background investigation and maintain strict confidentiality standards.*