Challenge Group

Job Title	Flight Safety Officer

Organisation	Challenge Air Cargo
Location	Malta
Reports to	Safety Manager
Position Code	CAC89
Job Purpose	The Flight Safety Officer supports the Safety Manager in maintaining and continuously improving the Safety Management System (SMS) of the Air Operator Certificate (AOC) in accordance with EASA Regulation (EU) No. 965/2012 (Air OPS) and associated AMC/GM. The position ensures proactive identification of operational hazards, monitoring of flight safety trends, and coordination of safety risk management and assurance activities across all flight operations. The role is key in promoting a positive safety culture and ensuring compliance with the company's Integrated Management System.
Responsibilities	- Support the Safety Manager in the implementation, maintenance, and continuous improvement of the Safety Management System (SMS). - Support flight data monitoring (FDM) analysis and assist in identifying safety trends, operational exceedances, and areas of concern. - Support the Management of Change (MoC) process for operational and technical changes affecting flight safety. - Participate in occurrence reporting, investigation, and root-cause analysis, ensuring timely follow-up and closure of corrective and preventive actions. - Develop and maintain safety risk assessments (e.g., Bow-Tie or hazard analysis) and ensure compliance with EASA and IOSA standards. - Assist in the development of Safety Performance Indicators (SPIs) and monitoring of alert levels for flight operations. - Coordinate with Flight Operations, Ground Operations, Maintenance & Engineering, and CAMO to evaluate risk controls and operational interfaces. - Prepare and deliver safety briefings, reports, and trend analyses to management and operational departments. - Contribute to the Safety Review Board (SRB) and Safety Action Group (SAG) meetings. - Support safety promotion and training initiatives across all operational areas to strengthen the organization's safety culture.

Job Requirements

Education	- Academic background in Aviation Safety, Aeronautical Engineering, or Aviation Management, or equivalent operational experience as Flight Crew or Safety Specialist. - Demonstrated knowledge of EASA regulatory framework including Regulation (EU) No. 965/2012, 1321/2014, and related AMC/GM.

	• Proven experience or formal training in Safety Management Systems (SMS) implementation and oversight.
Experience, Skills, and Personal Attributes	• Familiarity with flight data monitoring systems (FDM), safety reporting tools, and data analytics platforms (e.g., ERGOSS Sara or equivalent). • Strong analytical, problem-solving, and report-writing skills. • Excellent command of English (both written and spoken). • Proficient in MS Office Suite and safety management applications. • Right to live and work in the European Union. • Analytical Thinking: Ability to interpret complex operational data and identify systemic safety issues. • Communication & Collaboration: Effective communicator across all levels of the organization; promotes open reporting and teamwork. • Regulatory Awareness: Strong understanding of EASA/ICAO safety principles and compliance obligations. • Integrity & Confidentiality: Handles sensitive safety information responsibly and ethically. • Proactive Mindset: Demonstrates initiative in identifying hazards and proposing safety improvements. • Continuous Improvement Orientation: Focused on enhancing organizational safety performance and learning from occurrences. • Crisis Awareness: Ability to perform effectively under pressure and support Emergency Response Procedures when required.

Job Description – Flight Safety Officer