



International
Civil Aviation
Organization

Organisation
de l'aviation civile
internationale

Organización
de Aviación Civil
Internacional

Международная
организация
гражданской
авиации

منظمة الطيران
المدني الدولي

国际民用
航空组织

Ref.: L-LT21 – SA247-2026

Lima, 23 junio 2026

To: Mr. Sylvain Lefoyer, Regional Director of Civil Aviation Authority (DSAC)
Antilles and French Guiana
Mr. Francis Preux, Director, French West Indies and French Guiana, Air Navigation
Services
Lt. Col. Egbert Field, Director General, Guyana Civil Aviation Authority
H.E. Raymond Harold Landveld, Minister of Transport, Communication and Tourism,
Suriname

Subject: **Workshop on Human Resource Management in Civil Aviation Authorities**
First part, August 4, 2026 [Virtual]
Second part, October 27 to 29, 2026 [In-person]

Required
actions:: a) Register participants *no later than July 24, 2026*
b) Nominate specialists *no later than July 24, 2026*

Dear Sir/Madam:

I have the pleasure to address you to invite your Administration to participate in the event **“Workshop on Human Resource Management in Civil Aviation Authorities”**, which will be conducted in two complementary phases designed to strengthen our regional capacities.

This event seeks to establish a Regional Human Resources Group (composed of HR personnel and USOAP ORG focal points) to exchange information, best practices, and key inputs that will enable the development of guidance and follow-up actions. The programme constitutes the technical instrument for the implementation of Pillar 3 – Human Factors of the SAM Regional Strategy 2035, also contributing to Pillars 5 – Governance and 6 – Innovation. In line with ICAO’s Strategic Plan 2026–2050, we aim to advance towards a South American aviation system that is safe, sustainable, innovative, and resilient, capable of anticipating risks and adapting to changes in the environment.

The **first phase**, under a virtual modality, will take place on **August 4, 2026**, through the **Microsoft Teams platform**. Its objective is to present the SAM Region Human Resources Programme — derived from agreements reached during RACC/18 — and to initiate a participatory diagnosis on the current

situation in Civil Aviation Authorities (CAAs), through competency heat mapping exercises, identification of needs, among others.

The **second phase**, under an in-person modality, will take place in **Lima, Peru, from October 27 to 29, 2026**, with the participation of specialists from the States. This phase will be structured under a “Regional Benchmarking and Peer Learning” model. The results of the initial diagnosis will be further developed, and the technical exchange of successful experiences among participants will be promoted.

In this context, I would greatly appreciate it if your Administration could **designate two (02) human resources specialists** to participate in this event, who should have experience in planning, management, or capacity development.

Your Administration is kindly requested to confirm participation through the following link: [Registration Form](#) and to submit the designation of the specialists at your earliest convenience. **Attachment A** contains the tentative agenda and **Attachment B** the nemotecnic paper.

For any additional queries, please contact Verónica Chávez (Safety Management Regional Officer) at the following email address: vchavez@icao.int.

Accept, Sir/Madam, the assurance of my highest consideration.



Fabio Faizi Rahnemay Rabbani
Regional Director
ICAO South American Office
Lima

Attachments:

- *A: Tentative agenda*
- *B: Nemotecnic paper*

cc: Mr. René Précope, Deputy Director, Antilles-Guyane, French Antilles
Mr. Nicolas Courjaud, Head of French Guiana Air Control Centre Cayenne-Félix Eboué Airport
Mr. Frederic Danlouox, Deputy Director, French West Indies and French Guiana ANS
Mr. Mr. Chkioua Chemseddine, Director General of Civil Aviation, France
Mr. Verno Prijor, Acting Permanent Secretary, Directorate of Transport, Suriname
Mr. Gary Feliksdal, Acting Head of Civil Aviation Department, Suriname
Mr. Anjulio Wolf, Director, Civil Aviation Safety Authority Suriname, CASAS, Suriname
Mr. Marcus Doller, Air Safety Support Intl. (ASSI), United Kingdom
Mr. Bruce D’Ancey, Policy Specialist, Flight Ops, Air Safety Support International (ASSI), United Kingdom
ICAO EUR/NAT (*For retransmission to DGAC France*)