

**59<sup>th</sup> CONFERENCE OF  
DIRECTORS GENERAL OF CIVIL AVIATION  
ASIA AND PACIFIC REGIONS**

*Cebu, Philippines  
14 to 18 October 2024*

**AGENDA ITEM 8:       CAPACITY DEVELOPMENT  
AND IMPLEMENTATION**

**SECONDMENT OPPORTUNITIES  
AT THE ICAO APAC REGIONAL OFFICE**

(Presented by International Civil Aviation Organization)

**SUMMARY**

One of the key role of the APAC Regional Office is to support Member States in their implementation and capacity building. ICAO can count on its regular staff but also appreciate the secondees sent by the Member States or International Organizations to strengthen its work force. This paper will provide a list of current and future secondment opportunities to allow a better planning and matching between home organizations and ICAO.

## **SECONDMENT OPPORTUNITIES AT THE ICAO APAC REGIONAL OFFICE**

### **1. INTRODUCTION**

1.1 ICAO plays a crucial role in promoting safe, secure, and efficient air transport globally. The Asia and Pacific (APAC) region is one of the fastest-growing aviation markets in the world, presenting both opportunities and challenges. To enhance the capacity of the ICAO APAC office in responding to these challenges, secondment opportunities from Member States (MS) or international organizations (IO) have been identified as a strategic tool to bring in expertise.

1.2 This paper will highlight the current and future secondment opportunities both available in the Regional Office in Bangkok, Thailand and in the Regional Sub-Office in Beijing, China for the period 2025-2027.

### **2. DISCUSSION**

#### **2.1 Benefits of Secondment Opportunities**

##### **2.1.1 Capacity Building**

2.1.2 Secondment opportunities allow for the exchange of specialized knowledge and skills between the ICAO APAC office and the MS/IO. By bringing in experts from various aviation sectors, the APAC office can enhance its capacity to address region-specific issues.

##### **2.1.3 Strengthening Collaboration**

2.1.4 Secondments foster closer relationships between ICAO and its MS/IO. Through the integration of seconded personnel into the ICAO APAC office, a deeper understanding of regional needs and challenges is developed, leading to more effective and tailored support from ICAO. Additionally, seconded personnel can serve as liaisons, facilitating better communication and cooperation between the ICAO APAC office and their home countries.

##### **2.1.5 Professional Development**

2.1.6 For the individuals involved, secondment offers a unique opportunity for professional growth. It provides exposure to international work environments, broadens perspectives on global aviation issues, and enhances leadership and management skills. Upon returning to their home organizations, these individuals can apply their enriched knowledge and experience, thereby contributing to the development of the aviation sector in their respective countries.

#### **2.2 Planning of Secondment Opportunities at the APAC Regional Office**

2.2.1 One of the key challenges in implementing a secondment program is ensuring that the right candidates are selected and appropriately placed within the ICAO APAC office. It is essential to have a clear understanding of the APAC office's needs and to match these with the skills and experience of the secondees. This requires a well-organized process and clear communication with MS/IO. It is also acknowledged that the MS/IO need planning to select and release the best profile person to match with ICAO's needs.

2.2.2 The following table is depicting the secondment opportunities in the APAC Regional Office, both in Bangkok and in Beijing for 2025-2027.

<b>Secondment opportunities at the ICAO APAC Regional Office For 2025 to 2027</b>						
Office	No. of years required	Grade level	Title	Location	Objectives	From when ?
APAC Regional Office	3	P-4	Flight Safety Officer	Bangkok , Thailand	Supporting Flight Safety activities, USOAP CMA. To conduct assistance missions to support States in the OPS and AIR areas, amongst others.	Jan 2025
APAC Regional Office	3	P-2	Associate Flight Safety Officer	Bangkok , Thailand	Supporting Flight Safety activities, especially those relating to the USOAP CMA. To support the organization of meetings, workshops, seminars and other activities to assist States with the implementation of ICAO's SARPs, policies and plans.	Jan 2025
APAC Regional Office	3	P-4	Regional Officer, Environment and Climate Change	Bangkok , Thailand	Supporting APAC's activities relating to environment, sustainability and climate change policies and plans. To assist States with the implementation of ICAO's SARPs, policies and plans	In two/three years
APAC Regional Office	3	P-3	Aviation Meteorology Officer	Bangkok , Thailand	Supporting APAC's activities relating to Aeronautical Meteorology policies and plans. To assist States with the implementation of ICAO's SARPs, policies and plans	Jan 2025
APAC Regional Office	3	P-3	Air Transport Officer / Technical Assistance	Bangkok , Thailand	Supporting APAC's activities relating to Air Transport and Economic Development.	In two/three years
APAC Regional Office	3	P-4	Regional Officer, CNS	Bangkok , Thailand	Supporting APAC's activities relating to Air Navigation strategic objectives. Assist States with the implementation of ICAO's SARPs, policies and plans.	Jan 2025
APAC Regional Office	3	P-2	Associate Programme Officer, Air Navigation Systems (CNS) Implementation	Bangkok , Thailand	Supporting APAC's activities relating to Air Navigation strategic objectives. To support the organization of the meetings, workshops, seminars and other activities to assist States with the implementation of ICAO's SARPs, policies and plans.	Jan 2025
APAC Regional Office	3	P-3	Aerodrome and Ground Aids (AGA) Officer	Bangkok , Thailand	Supporting APAC's activities relating AGA, wildlife hazards and assist the Regional Officer with the conduct of meetings/seminars and assistance missions to support States with the implementation of ICAO's	In two/three years

					SARPs, policies and plans	
APAC Regional Office	3	P-3	Air Traffic Management (ATM) Officer	Bangkok, Thailand	Supporting APAC's activities relating ATM, and assist the Regional Officer with the conduct of meetings/seminars and assistance missions to support States with the implementation of ICAO's SARPs, policies and plans	In two/three years
APAC Regional Office	3	P-3	Aeronautical Information Management (AIM) Officer	Bangkok, Thailand	Supporting APAC's activities relating AIM and assist the Regional Officer with the conduct of meetings/seminars and assistance missions to support States with the implementation of ICAO's SARPs, policies and plans	To be open soon
APAC Regional Sub-Office	3 years	P4	Regional Officer, Performance Based Navigation	Beijing, China	Support APAC States in their PBN implementation. Manage the PBN Implementation Coordination Group meeting. Organize specific activities like workshop, webinar, exercises on PBN	Currently open
APAC Regional Sub-Office	3 years	P4	Regional Officer, Air Traffic Management	Beijing, China	Support APAC States in their Airspace Management implementation. Manage regional meetings dealing with improvements of air routes in the region. Organize specific activities like workshop, webinar, exercises. Manage ATS route catalog.	1 June 2025
APAC Regional Sub-Office	3 years	P4	Regional Officer, Air Traffic Management	Beijing, China	Support APAC States in their Airspace Management implementation. Manage regional meetings dealing with improvements of air routes in the whole region. Organize specific activities like workshop, webinar, exercises on FRA,PMS,RPAS	1 Jan 2026

2.2.3 A shorter duration could also be negotiated with the home organization and remote secondment arrangements could also be envisaged through specific agreement with ICAO.

2.2.4 The Job Descriptions for secondment opportunities are available on <https://www.icao.int/secretariat/Administration/Pages/secondment-opportunities.aspx>

2.2.5 To obtain further information please contact the APAC Regional Office at [apac@icao.int](mailto:apac@icao.int)

## 2.3 Conclusion

2.3.1 Secondment opportunities in the ICAO APAC office present a valuable opportunity to enhance the office's capacity, strengthen collaboration with member states, and support the professional development of aviation professionals. A planning of secondment opportunities is a right tool to help ICAO and Member States/International organizations find the proper candidates for the different

positions in order to bring significant benefits for all parties involved.

**3. ACTION BY THE CONFERENCE**

3.1 The Conference is invited to:

- a) Note the information in this paper;
- b) Encourage governments and other official bodies to offer subsidized experts and other personnel to ICAO to help it address extra-budgetary priorities in its triennial work programmes.

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