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The content of this section is for general information purposes only. This website does not actively recruit on behalf of the SAAF / SANDF and all applicants are encouraged to contact the relevant Recruitment office directly. The official website of the Directorate Human Resource Acquisition of the SANDF can be found at www.careers.mil.za. Personnel are the most important resource that the SAAF whose success is largely dependent on the extent to which its members are developed and utilised. The airforce considers it essential to recruit young volunteers who are prepared to serve in the air force for a limited period of time or to remain in a life long appointment. The SAAF offers a number of varied and exciting careers, both in the air and on the ground. What would you like to do? The Military Skills Development System(MSDS)is a Department of Defence initiative that has been implemented since 2003. The MSDS serves as the entry platform for young South Africans who seek a career in the South African National Defence Force. Prospective applicants must have a Grade 12 qualification and be between 18 and 22 years old, or a Diploma with at least three (3) years tertiary qualification or a Degree to the age of 26 years. Selected applicants join the South African National Defence Force through the MSDS for an initial period of two year's voluntary service, during which they will receive military training and further functional training. Further functional training includes a wide variety of options, varying from specialised musterings such as Engineering to general support musterings such as Material Support Clerks. Training for all MSDS members commences with Basic Military Training, during which basic military skills and discipline are taught. This is followed by a further selection process during which members can apply for junior leader training as officers or non-commissioned officers. After having completed their military formative training, members proceed to undertake functional training in any one of the specialist occupations. Selected members with the required academic qualifications are also sent to universities or the Military Academy. Towards the end of the second year (unless otherwise indicated), the member will be given the opportunity to indicate whether he or she would like to extend the contract or leave the Air Force. An extension of the contract will mainly depend on the member's performance over the two years and the availability of posts in the relevant functional field. Most of these members continue to serve in the Regular component of the SANDF after having completed their functional training and tertiary studies, where applicable. Others are obliged to render service in the Defence Reserves if they are not translated to the Core Service System. There is a general entry requirement for joining the air force as everyone must be fit to serve in a military environment. Each mustering in the SAAF, also known as occupational class in the public service and trade in the technical environment of civil aviation, has requirements for specific educational qualifications, additional personal attributes and a willingness to serve under the working conditions of that mustering. The minimum general entry requirements for the Military Skills Development Program (MSDS) are that you must be: A South African Citizen (No dual citizenship) Age between 18 and 22 at the time of joining (Completed Grade 12 or N3 with 6 subjects including two languages) or not more than 26 if in possession of a 3 year tertiary qualification (Degree, National Diploma or N6 with N4 and N5 prescript) Preferably single Comply with medical fitness requirements for appointment in the SANDF Currently in Grade 12 or equivalent with subjects specific to a career selection Not be area bound Must not have a criminal record Comply with medical fitness requirements for appointment in the SAND Comply with all other prescribed requirements for appointment in the SANDF Must be willing to relocate and to participate in deployments both in South Africa and abroad if required to do so Be recommended by a selection board. Apart from these general requirements, additional requirements might have to be met, depending on the specific training demands of some of the more specialised occupations. Applications complying with the minimum requirements will be subjected to further screening. Candidates identified will then be invited to partake in a selection process. The selection process entails the following: Psychometric evaluation: The aim is to assess the candidates aptitude and potential to develop in the position that was applied for. The nature of these tests will depend on the position applied for. Selection Board (formal interview): A Selection Board will be conducted in order to assess the applicants interest in the position applied for, as well as his or her interest in the Defence Force in general. The interview will also focus on self- confidence, leadership potential and communication skills. Medical Evaluation: A comprehensive medical evaluation will be conducted by appointed military medical practitioners in order to assess the applicants medical history and current medical status. All applicants must be declared fit for military training before commencement. Criminal Records: Fingerprints of applicants will be sent to the Criminal Record Bureau for verification. Records of convictions will be evaluated based on the severity thereof and how recently the offence(s) occurred. Offer of Employment Successful applicants will receive an offer of employment. Candidates who are not successful will be informed by correspondence. It is unfortunate that not all applicants who are recommended for training will receive an offer of employment due to the large amount of applications received. Basic Military Training is compulsory to all uniform personnel of the SA National Defence Force and is presented at the Air Force Gymnasium Boston (AFB Hoedspruit), over a period of approximately 13 weeks. The following subjects will, amongst others, be presented during the training period: Drill Military law Military ceremonies Buddy aid Physical training and Soldiership Serving in the air force is far more than just having a job, it is a way of life. Serving in the air force means more than just having a job. When not on duty, your behaviour has also to be beyond reproach as civil society looks up to you. You have to set an example at all times. Volunteers are required to adhere to a strict Code of Conduct. What you do constitutes a vocation when you serve in the air force. You invest most of your time in the air force and in a real sense you become identified with the air force. Your whole personality development is associated with what you do and how you do it. Viewing your work as a vocation, of which the ultimate function is the preservation of a worthwhile way of life for all the inhabitants of South Africa, permits you to find meaningfulness and a sense of accomplishment. Serving in the air force requires particular psychological and physical attributes and the intellectual potential for developing the unique competencies required in the air force. Not everybody has these attributes and it is a selected few who will qualify for appointment in the air force. Individuals who join the airforce are required to have certain basic attributes, while each mustering (or occupational class) include additional attribute requirements. For example, electricians must not be colour blind, as they have to identify wiring in circuits by colour codes. Exclusion from one mustering does not disqualify you from being considered for another. The SAAF needs all-rounders who will be able to accept the responsibility of leadership. Leadership in the air force is split between officers and other ranks. The officer is required to make considered judgements and warrant officers and non-commissioned officers lead and motivate their subordinates. They form the backbone of the air force and support the officers. As a junior NCO and junior officer you function at a level in the air force where you are responsible to do what is required of you. At the same time you are required to develop as an officer or NCO, and you are given the opportunity to undertake new tasks in addition to your normal tasks for which you were trained. Ability depends on yourself; you either have it or not, -and in both instances you can improve yourself if you are prepared to develop yourself and make full use of the learning opportunities provided. At an early stage in your career it is essential to gain experience in the work place, for this provides the credibility needed to earn respect in senior positions. Experience is gained through optimum exposure to a variety of situations. It is not gained overnight. You develop more rapidly at an early age when you are still in a formative phase. Later it becomes more difficult to adapt to the military way of life. Selection for aircrew training in the South African Air Force is rigorous, with only the best candidates eventually receiving their wings. Of approximately 4 000 who apply every year, only about 30 will be chosen. Do you have what it takes? Minimum Requirements To be selected for the 'preselection phase', the following minimum requirements for pilots and navigators must be complied with: RSA Citizen (No dual citizenship); Preferably single; 1824 Years Completed Grade 12 or N3 (Technical) with 6 subjects of which two must be languages Mathematics and Physical Science (Minimum Level 4); 22 - 26 Years if in possession of a relevant Tertiary qualification (Degree, N Diploma or N4, N5, N6 prescripts) completed Grade 12 with (Level - 4) Mathematics and Physical Science; Members with Commercial Pilots Licence (CPL) not older than 24 years of age with Mathematics and Physical Science (Level 4) Currently busy with or successfully completed Grade 12; Mathematics and Physical Science requirements as detailed below; Pass English at Grade 12 or an equivalent level; Be 100% medically fit for flying (i.e., classified G1K1, such test to be conducted as part of the selection process); Have 6/6 vision without correction (ie, no spectacles, laser correction or contact lenses); Not have any hearing impairment (have no need for hearing aids); Minimum height: 1600mm, Maximum height: 1900mm Buttock-heel length 1 035 mm to 1 343 mm; Body weight between 53 kg and 102 kg; Sitting eye height 730 mm to 896 mm, sitting knee height 490 mm to 653 mm; Must be willing to relocate and to participate in deployments both in South Africa and abroad if required to do so; Must not have a criminal record; and Be recommended by a selection board. A candidate's current academic performance will determine whether he/she is eligible to either apply for the post of the Pupil Pilot/Navigator training or whether he/she will have to successfully complete the DoD Youth Foundation Training Programme (YFTD PROG) before commencing with flying training. To be considered for direct entry to the Flying Training Programme, candidates must have full Matric exemption of which they have passed English and a second language, Mathematics and Science as described below. Mathematics and Physical Science requirements Candidates must have obtained any one of the following: National Senior Certificate (Grade 12); level 4 N4; 60% or higher N5 or N6 or University first year; 50% or higher Three year Core Service System (CSS) contract for all pupil pilots or navigators, including Basic Military Training, Officers Formative Course, Military Certificate Course (at the Military Academy), Ground School and Flying phase. When they qualify as pilots or navigators in the three-year period (wings date), they receive a thirteen-year contract to serve as a pilot or navigator in the Air Force. If you comply with the above requirements, you may apply throughout the year and be earmarked for further selection. This will mainly depend on the need to train new pilots at the time. Selected applicants are informed according to requirement and will be invited to partake in the selection process in Pretoria for approximately 10 days. The selection process for pilots and navigators especially consists of seven phases. Candidates are divided into groups of 50 each and all members go through these seven phases: - Arrival of Group and Orientation - Anthropometric (practical) measurements - Psychometric evaluation - Psychomotor evaluation - Panel Interview - Aviation Medical - Consolidated Selection Board Psychometric Evaluation: All applicants will be required to undergo aptitude and general cognitive ability assessments. Only candidates who succeed will be allowed to proceed to the next selection phase. Psychomotor assessment: A hand-eye coordination test will be conducted on candidates who have passed the psychometric evaluation. Those who pass will proceed to the next selection phase. Panel Interview: Candidates will then be interviewed by a selection panel comprising of senior military personnel from the Air Force and other staff divisions. Taking into account the candidate's performance thus far, the following additional variables will serve as criteria for evaluation during the interview: motivation, perseverance, purposefulness, creativity, officer potential, knowledge, adaptability and analytical ability. Medical Examination: Candidates who are recommended for Pilot or Navigator training by the above-mentioned selection panel will then be subjected to a thorough medical examination at the Institute for Aviation Medicine (IAM). Consolidated Selection Board: A board comprising senior military personnel representing the different flying system groups will attend whereby the successful candidates will be determined. Notification: Candidates are only informed after the Consolidated Selection Board has made its final approval and the Chief of the Airforce has approved the recommended name. An offer of employment will be extended to the most successful candidates, taking into account equal opportunity and affirmative action programmes within the Department of Defence. Should the applicant be successful in this phase and be selected for pilot or navigator training, they will then start their military training. Front and backseat fliers (a primer) The pilot flies the plane from the front seat, while from the backseat the navigator directs it to its destination or target and provides guidance to the pilot on the use of information received from sensors. Together they form a close knit team. When aircraft were first used in the World War One, the cavalry was also being phased out. Pilots were needed and the rationale was that there were many cavalry officers who, because they could ride a horse, should be able to fly an aircraft. Pilot selection is far more advanced today. To be a pilot requires that you comply with the most stringent level of physical fitness and health standards, fall within the body dimension and mass limits that are dictated to by the ergonomics of modern tactical aircraft. You also have to have the intellectual potential required, of which scholastic achievements in mathematics and science are good indicators. Your psychological make up, emotive state, spatial orientation, hand eye coordination are all important. The two-man crew concept can be traced back to the early biplanes and fighters of the First World War. In those days the back-seater held the title of rear gunner or observer. With the introduction of new navigation equipment, the role of the navigator was crystallized. The navigator has become charged with increasingly sophisticated systems that can not only navigate, but that also detect other aircraft and threats and can deliver weapons precisely on the target. A navigator's skills are now honed on understanding what the array of cockpit sensors are telling him or her. Working with the pilot to use this information to the best advantage requires team effort and sharing the same aim - a successful outcome to the task The navigator in the transport or maritime role has to get the aircraft to where it is needed and then assumes a tactical role, such as conducting search patterns. The requirements for a navigator are similar to that of the pilot, with slightly more emphasis placed on intellect and less on hand eye coordination. What makes the navigator different from the pilot? The correct aptitude towards being part of a team and not team leader is essential, while diplomacy in putting ideas into the pilots head that he or she eventually believes he or she thought of it first is very necessary. All pilots and navigators in the South African Air Force are appointed as officers, in order that the broadest base possible is available from which to select commanders. You also have to display the desired attributes to be developed as an officer to be selected as pilot and navigator The development and training of a pilot and navigator starts with Basic Military Training, followed by an Officer Formative Course. Flying training starts with a ground school phase, and in some instances with preparatory training for those who have the intellectual potential but lack an adequate foundation in subjects such as mathematics, science and English, the language medium of flying training. Pilots then move on to the flying phase, while navigators continue receiving academic subjects throughout their course. Duration The total time to qualify to "wings" standard is normally three years, after which pilots and navigators are transferred to operational units to convert onto the type of aircraft and role for which they are most suited. Experience is gained by moving from one aircraft type to a more advanced aircraft in the same role. Phases of pilot / navigator training Basic Military Training (BMT) Once a candidate has been accepted for aircrew training, they will undergo 22 weeks of Basic Military Training at the Air Force Gymnasium Boston (at AFB Hoedspruit). The following subjects will be presented: drill, military law, military ceremonies, buddy aid, physical training, soldiership, saluting and compliments, weapon skills and musketry training. Officers Forming Course On the completion of Basic Military Training, pupil pilots and learner navigators (as Candidate Officers) will be transferred to the SA Air Force College, Thabazimontse (Pretoria) for a period of 19 weeks in order to complete the Officers Forming Course. The following subjects will be presented: leadership and management, officership, military studies, musketry training (9mm pistol), environmental studies, communication and decision making. Survival Training Subjects currently presented by 80 Air Navigation School at AFB Ysterplaat include Basic Parachute Course (does not include jumps), first aid course, land survival training and sea survival training. Preparatory Phase Members who are recommended for preparatory training will be transferred to the Military Academy on the West Coast (Saldanha) for their preparatory phase which lasts approximately 6 months. Subjects currently presented include geography, science, mathematics and English. Military Certificate Course All pupil pilots and learner navigators will complete a Military Certificate before commencing flying training. The course is offered at the Military Academy in Saldanha and includes all Flying Theory. On completion of the course the student will be credited with the equivalent of first year tertiary studies. Ground School and Flying Phase On successful completion of the survival, preparatory training phases (if recommended) and the Military Certificate Course, learner navigators will be transferred to 80 Air Navigator School at AFB Ysterplaat and pupil pilots will commence their flying training at an external flying school for their initial flying training. The next step to becoming a pilot or navigator! Recruitment of prospective SAAF student pilots and navigators is an annual process. The process is initiated by advertisements in the Sunday Times, Rapport and City Press in July, August or September each year. A closing date is given. No applications are processed prior to the closing date i.e., if you apply in January, your application will be held over and processed as part of the annual batch. There are no exceptions unless a special drive for affirmative action candidates is required. The process followed after closing date involves the initial sifting of anything up to five thousand applications. Here the chancers are eliminated, as are job seekers, and those who do not meet the criteria called for in the advert or application form, eg no maths or science, overweight, no matric, not SA citizens, etc. The next step are those identified for initial psychometric tests. The potential candidate is contacted for the first time and told to report for these tests and others. The streaming process continues, tests, interviews, initial selection and aviation medical until the final thirty candidates (dependent on SAAF requirement) are selected. Please note that the above is a summary of the selection process which and can take over a year. For example, the 2004 year application process should commence at the 2004 closing date, the selection process 2005, the Basic Military Training and SAAF orientation courses 2006 and flying 2007. Scholars are encouraged to apply in the Grade 11 year with selection during the Grade 12 year. The successful candidate will then join the SAAF straight from school. Why wait till the next recruitment drive? Instead of waiting for the advert to appear, you could also send your CV to the SAAF now. They should keep it on file until the next recruitment drive. Suggested items to include in your CV include: Full name Postal address Telephone numbers ID number Marital status Height Weight Gender Race Contact details Whether you want to be a pilot or navigator Current tertiary level Subjects, symbols and HG/SG/other A copy of your ID book Pupil pilots will be stationed at the Central Flying School at Air Force Base Langebaanweg for the Basic Flying Phase (ab initio phase). The following subjects will be presented: Ground phase: Aerodynamics Navigation Electronic warfare Flying Phase: Pupil pilots will be required to master the Astra, including: Simulation exercises General Flying Formations Instrument Flying Navigational Flying Night flying It is during this stage that the pupil pilot is introduced to the Pilatus PC-7 Mk II Astra, 60 of which were delivered between October 1994 and the end of 1996. Ground training includes every aspect of flight instruction and makes extensive use of computer based training. A Cockpit Procedural Trainer (CPT) is also used in conjunction with the Astra. Although some 'pupes' may already have a private pilot's license, all are treated as if they have had no previous experience. The course has been based upon that conducted by the RAF with the Shorts Tucano, adjusted to suite South African conditions. Pupil pilots will be required to master the Pilatus PC7 MkII Astra trainer. The student pilot will undertake their first solo flight after about 16 hours and during the course of the year will have flown 185 hours in the Astra and spent 40 hours in the CPT. The course is designed to lead the student through all aspects of flight operations, with ten sections to be mastered. These include formation, high, low level and night flying. The student/instructor ratio is 2:1 during the flying phase. In spite of the demanding syllabus, approximately 75% of the students selected graduate. Pupil pilots qualify after a period of approximately 2 years and 7 months training and more or less 150 flying hours. Both pilot and navigator courses are completed at the same time when the pupils receive their wings with due pomp and ceremony. On completion of the flying phase, a selection board will be convened to determine in which line function a pilot will be utilised, namely: Fighter line, Helicopter line (including maritime) or Transport line (including maritime). Criteria used for the allocation of pilots to various line functions: Need of the Air Force Results and achievements on course Own preference Recommendation by flying instructor Pilots will be transferred to one of the following Air Force institutions for further training in their line function, before being utilised at the various squadrons of the SA Air Force: Fighter line - 85 Combat Flying School Transport line - 41 Sqn Helicopter line - Private contractor and 87 Helicopter Flying School. After graduation, pilots selected for fighter training are assigned to 85 Combat Flying School, AFB Hoedspruit, for the basic jet conversion course. Pilots destined to fly helicopters or transports receive instruction with 87 Helicopter Flying School at AFB Bloemfontein (with basic helicopter training performed at Starlight Aviation in Durban) and 41 Squadron at AFB Waterkloof respectively. The Fighter Orientation Course (FOC) lasts seven months during which the two-seat Hawk is used. Phase One and Two involves conversion to the Hawk, general, instrument, close formation, night flying and medium and low level navigation (three months and 38 hours). Phase Three is the introduction to basic fighter flying and includes a tactical phase (battle formation, low and medium level tactical flying, pre-planned strike and photo reconnaissance), a weapons phase (bombs, 30mm cannon) and an air warfare phase (fighter manoeuvres and air-to-air firing) (three months and 35 hours). On completion of this FOC, students will be re-assessed and then either be recommended for instructors course or to gain further experience and return for flight leaders course after 3 years as an instructor or to continue on the consolidation phase prior to the flight leaders course. After a period of 9 months, the selected candidates should be ready to start the next level of training. Operational Training Course The phase consists of a further 117 hours over a period of six months. Consolidation Phase The phase consists of a further 200 hours over a period of twelve months. Flight Leaders Course During the three month (40 hour) flight leader's course, very little theory training is done and it is expected of the student to give lectures and briefings, on which leadership, squadron operation and management is assessed. During the Tactical Phase, all aspects of tactical flying and weapons delivery are covered, concentrating on leadership aspects. All aspects of single and multiple air combat and leadership aspects are specifically emphasised and assessed during the Air Warfare Phase. After this course, pilots are once again assessed for maturity and suitability and after another consolidation phase will be routed to a high speed fighter unit for further training or instructors course at the flying school. Strike Leaders Course This course consists of 20 hours over one month. Instructor Qualified Pilots These candidates follow the same route as above to the Flight Leaders consolidation phase. On completion of this phase, these candidates will do a basic fighter instructor course. This course runs in conjunction with an FOC on which these candidates will give instruction and lectures. The Instructors conversion course lasts 3 months and covers 38 hours. After completion of this phase, the pilot will serve an instructional tour at 85 CFS of between 2 and 5 years. Pilot Attack Instructors Course This course consists of 25 hours over one month. 1.Basic Military Training2.Officers Formative Course3.Military Academy4.Survival Training5.AFB Langebaanweg.Flying training(You'll be governed by 2 Contracts- MSD for first 2 years, thereafter, Core Service System Contract (CSS)- Flying contract (you owe + R6000 for every flying hour they train you!) Ends up being in the region of a million rand and 13 years after completing flying phase!1.Basic Military Training (BMT)Consists of fitness training, basic military competency, (how to drill-march- saluting etc) Weapons training etc. You are treated like an idiot, but its ok because its not a long course. You live in Military Barracks and are allowed out on some weekends, but mostly you aren't allowed out. Salary + R2000pm. Your food and accommodation is free.2.Officers Formative CourseAgain, a Military focused course, training areas include leadership and management. Also quite a physical course, it can be a bit frustrating as they want to see how you perform under pressure, so they supply the pressure! More academic then BMT. You're glad when its over. NOTE: In between these courses you will be kept busy at some or other military establishment- most probably a museum where you will wash aircraft and pull up weeds. That will then be your first 9 months- year in the SAAF!3.Military Academy1 year certificate (BMT certificate) course accredited by Stellenbosch University. You can choose between 2 courses. Subjects you can expect:Aeronautical studies (4 Modules), Physics, Maths, English, Computer Literacy, Economics, Statistics. Various Military subjectsYou live on the campus in Saldanha. You still take part in military training, but to a much lesser extent than previously. (E.g., still do fitness tests, morning parades etc)This is where you complete your Ground school subjects. After completing this phase you will be given your CSS contract to sign, salary goes up to +- R5000. You will now start paying for food and accommodation. 4.Survival Training Theory training then; sea, coastal and land survival training. Yeah, you suffer a little bit. 5.Flying PhaseA little bit more theory first, Astra Standard Operating Procedures, Base Standing Instructions, Astra Technical and EmergenciesThe training consists of 7 fields:Basic General Flying-Your basic training as well as some basic aerobatics.Basic Instrument Flying-Speaks for itself!Advanced General Flying-More Aerobatics! Advanced Instrument Flying-Instrument approaches, departures, etcFormation Flying -Leadership and wingman training.Night Flying -Circuits, some dark landings,Navigation Training -Low Level, Medium Level and Instrument Navigations. Then 2 Wings sorties and Finally!the Wings Parade! In general, the flying training learning curve is never too steep. You'll be ready for each new training area. Instrument flying is quite intense, and Navigation Phase has a very high workload (preparing maps takes time!) But otherwise, the Astra is a very simple aircraft to operate; it performs really well and is an absolute pleasure to fly Good Luck to all aspiring Pups! P.S. There are rumours that the year at the Military Academy is going to fall away, and that ground school will be done at AFB Langebaanweg. Flying is for the birds!Page 2Tweety wrote:It will be interesting to see the contracts that the current Pilots Wings Course have signed, they are doing their ab-initio training at Grand Central Airport on piston aircraft. It is therefore much cheaper to train pupes and they should therefore have shorter contracts? But who knows?Will this affect the current pupil pilots doing their first year their MSDS contracts. I really don't want to go back to piston aircraft, I was looking forward to flying the Astra. Page 3Raeflyer wrote: could someone give details of what you earn as you go through the ranks (Lt, captain, major etc) Flyerboy wrote:So it's a weigh up between flying hours and extra money pretty much... Is there a big salary difference between the ranks?Hey Flyerboy!How's it going with your application? ... 3%2014.pdfThat's just the basic salary, pilots then also get MACIP which is in the region of R10000 at LT level. Flying is for the birds!Page 4 View unanswered posts | View active topics Board index All times are UTC + 2 hours Board index All times are UTC + 1 hour Do not Stefan, With regret my dad passed away about two years ago. We did not find any of his old albums when we cleaned up. Pity. One of the reasons I am hunting information (I was lucky to have taken the pilots log books of Lt St L G Potgieter on my grandmother's death or it would have also been lost. There is a SAAF air school mention and I do not fit in with the map. Can anybody point me? No.4 Air School Benoni.That reminds me, can you please check the e-mail address you gave? sandifco@mweb.co.za. It keeps returning unknown.Kind regardsEmile

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