



Connecting You To The Wilderness

## Pilot Employment at Sefofane

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We get many pilots and potential pilots enquiring about positions with Sefofane Air Charters and in an attempt to answer all questions, we put together a comprehensive list of information below. First and foremost, we are an equal opportunity employer. Our priority and commitment is to employ citizens of the country in which we operate and if we are unable to fill positions with citizen employees, we look to employ foreigners.

- In Botswana and Namibia, we have historically not found enough citizens to fill all the available positions and therefore are able to consider foreign applications.
- In Zimbabwe it is practically impossible for a non- citizen to obtain a work & residence permit.
- The Zambian & South African (Johannesburg) operation is filled from the Maun pool of pilots. With the possible advent of a Contract Flying section of Sefofane Air Charters (i.e.: UN WFP), pilots may be positioned anywhere in the world and in variety of countries. Sefofane already carries UN approval and accreditation for such operations.

### Question: [What minimum qualifications do I need to gain employment?](#)

We only employ pilots with:

- A valid commercial pilot's license and instrument rating
- A minimum of 250 hrs of flying experience
- Having any of the following Type Ratings is a distinct advantage in the selection criteria:
  - o Cessna C172; C210; C310 and the most advantageous being Cessna C206 and C208B (as you can get on-line much quicker).
  - o An Instructor's Rating in any of these aircraft is an added bonus to your chances of a successful application.

### Question: [What is the process involved in getting employed by Sefofane Air Charters?](#)

No pilots are hired over the phone or the internet. All applicants must be interviewed in Maun, Windhoek or occasionally Johannesburg. We have a standard hiring process:

1. Before any interview is given, applicants must write an exam which covers both personal and technical aspects.
1. After an interview, applicants are normally introduced to our existing staff before a final choice is made.



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1. Finally - after successful induction into Sefofane all pilots are trained for a minimum of 100 hours in terms of understanding the Sefofane Brand. On average this process takes 6 – 8 weeks. During this time the work and residence permit applications are applied for and the trainee is not able to earn a salary, although Sefofane covers housing expenses. Of the 100 hrs introductory training, 50% of the time is spent in the right hand seat observing operations and the other 50% in the left hand seat under supervision of a training captain or a senior pilot. A lot of attention is given to ensuring that crew is technically competent and able to interact appropriately with our guests, since they are the main source of our business.

### **Question: Why should I go to Maun or Windhoek to be interviewed?**

Living in Windhoek and particularly Maun is, simply put, “different to what most applicants are used to”. A visit to Maun and Windhoek is an important part for applicants to determine if they will be happy living in that environment.

### **Question: What is it like living in Maun?**

Maun is a small town with a relatively small community. It is a dry and dusty place where donkeys have right of way in the streets! There are limited shops and restaurants, only a few sporting facilities and no movie theatres. In winter Maun looks very barren but the temperatures are pleasant (10 to 23°C) and as summer approaches, Maun is incredibly hot (up to 45°C). The upside is that our pilots spend many nights as “overnights” in the camps in the Okavango Delta. If you enjoy being in a wilderness area, birding, wild life and interacting with people, you will have a great time in Maun. We encourage applicants to consider carefully what their interests are. If this job is only a means to an end, you will not enjoy working in this environment. Married persons (especially those with small children) may find adaption to life in Maun more challenging than single people, but there are numerous happily married folk working for Sefofane or living in Maun.

### **Question What is it like flying out of Maun Airport?**

Initially pilots fly the Cessna 206 for 1 – 2 years. The average sector length in a Cessna 206 is 30 minutes. However, we have a lot of sectors that are 2 minutes long. This in itself is a fantastic learning process and gives pilots a good opportunity to grow. The aircraft is not air-conditioned and therefore flying in a Cessna 206 in the early summer months can be exhausting. The heat is oppressive and with it comes degradation in aircraft performance, so pilots need to pay particular attention to the loads they carry. After two years of being in a Cessna 206, it is a relief to move on to the air-conditioned Cessna Caravan (C208B). Because our aircraft are small, the job of interacting with our guests, making them feel welcome, comfortable and safe is left to the pilot. There is virtually no IF flying in Maun as Northern Botswana is almost completely flat (3100ft). When pilots leave this environment after two to three years, many of them initially find



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it challenging to getting back into IF, however, changes are in the pipeline with the upgrading of Maun Airport. Also, with the possible acquisition of UN contracts for Sefofane Air Charters (which will require valid Instrument Ratings) we do have a requirement for applicants to have this in place.

**Question: What is it like living in Windhoek?**

Windhoek is a small city but boasts a variety of shops and restaurants, movie theatres and other forms of entertainment. There are tar roads out of town so it is relatively easy to drive to places such as Swakopmund. Pilots based in Windhoek actually spend relatively little time in the city itself. Namibia is a big country and it is expensive to reposition aircraft empty unless there is a good reason to do so. We also have some trips where pilots are expected to host clients as well as pilot planes. In some instances, a pilot could be allocated to an entire trip, extending over a couple of days.

**Question: What is it like flying out of Windhoek?**

Initially pilots based in Windhoek will fly the Cessna 210 for 1 – 2 years. The sectors are on average 1 hour 30 minutes long. In Namibia a lot more emphasis is placed on guest interaction as pilots frequently spend several days with their guests. Because the sectors are longer, planes can climb higher so the heat is not as noticeable as in Botswana. Very little IF flying happens in Namibia and although there is frequently fog along the coast line, flights are planned to either fly below the fog or keep clear of it.

**Question: Will my license be validated, or can I convert my existing license?**

Yes this can be done. It is relatively easy to do in either Botswana and/or Namibia. The process generally involves:

- New pilots must write an exam on air law,
- Pass a flight test,
- Pass a medical exam,

Please bear in mind that it can take a number of weeks before the process of validation/ conversion is completed.



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### **Question: What opportunities are there at Sefofane Air Charters?**

There are many different fields for pilots to pursue in aviation: many pilots choose airline flying and others opt for corporate flying. Sefofane is principally engaged in tourism and most specifically in flying to remote eco tourist destinations. Sefofane is a good place to start a career in aviation and most of our pilots are at an early stage in their career development. The majority of applicants joins us with 200 to 500 hours of flying time and increases this by an average of 700 hours flying time per annum in Namibia and Botswana.

Depending on personal performance, most pilots advance to larger aircraft such as the Cessna C208B once they have a minimum total of 1000 hours flying experience. Sefofane South Africa is the only operation which operates aircraft larger than the Cessna Caravan, such as the Pilatus PC12 and the Beech King Air 200. All crew who fly these aircraft are pilots who have worked for Sefofane Air Charters in Maun or Windhoek. Most typically these pilots have been with Sefofane for at least 3 years before they have joined the South African operation. Our rationale is that many charters from South Africa visit Botswana and Namibia and there is no substitute for local experience!

### **Question: How long would I be expected to work for Sefofane Air Charters?**

While we regard it as critical, training is an time-consuming process for our staff and assets. To justify the expense we require crew to make a commitment. That is why we only employ pilots who we believe have a genuine and serious desire to fly in our environment. Our contracts seek to have pilots make the following commitments:

- An initial 18 month contract on a C206
- A potential further 18 month contract on a C208 B

### **Question: Can I break my contract?**

Yes pilots do, but this is not our preference. If we are given a few months notice it definitely helps and we encourage staff to tell us early if they want to move on to the next step in their lives. We only want a committed team of pilots working in our company so it is important that all individuals are fulfilled in their jobs. Our tourist season peaks during the months of May through the end of October, with a brief but very busy Christmas and New Year season from mid December to mid January. Any resignations during this period, makes it virtually impossible to train and replace pilots at short notice.

### **Question: When is the best time to visit Maun or Windhoek for a job application?**

Traditionally we hire in January or February - before the tourist season starts. However, we have hired in other months, due to pilot shortages or resignations. If we have a large intake of pilots at the same time, we are unable to train all of them simultaneously, so we might stagger the hiring process over a few months.



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**Question: How well are your aircraft maintained?**

Our aircraft work in a harsh environment and as we own Northern Air Maintenance - we are proud of our maintenance track record. Many pilots who leave Sefofane and keep in contact, afterwards comments on the high standard of our maintenance compared to other operations they find employment at. Our aircraft are all maintained in accordance with the manufacturer's requirements and we only use factory remanufactured engines directly from the original manufacturer. In our turbine fleet our engines are only overhauled at Pratt and Whitney or Pratt and Whitney approved facilities.

**Question: How much time off will I get?**

- One day every seven days
- No public or Government holidays
- 15 days sick leave
- 6 weeks per year annual leave

**Question: What accommodation will I be provided with?**

You will be responsible for your own accommodation in Maun and Windhoek. Sefofane only assists with accommodation arrangements for pilots when they are on night stops or official duty. A housing allowance is provided for by Sefofane, but generally private accommodation is shared by other pilots.

**Question: What other benefits will I get from my employment?**

Sefofane pays 50% of the local (Botswana) medical scheme

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For Pilot Employment Enquiries your CV can be posted to the following addresses:

Chief Pilot Botswana/ Zambia: Fred Young (fredy@sefofane.bw)  
Chief Pilot Namibia: Mark Berry: Namibia (markb@sefofane.com.na)

Please Note: CV's are kept on file for a maximum of 6 months after which you are welcome to update them again.

**VISIT: [WWW.SEFOFANE.COM](http://WWW.SEFOFANE.COM)**