

JOB ADVERTISEMENT – BUSINESS FINANCE ANALYST

Job Title: Business Finance Analyst
Reports to: Director, Finance Business Partner
Department: Finance
Duty Station: Kigali International Airport (KIA)

Are you a numbers-driven professional who loves turning financial insights into real business impact? Do you want to work beyond the spreadsheets partnering with commercial, operations, technical and leadership teams to steer growth and profitability? If so, RwandAir is looking for you to take this opportunity to innovate and elevate with our Finance team!

Job Purpose

The role will be supporting the business with financial analysis, budgeting/forecasting, variance analysis, management reporting and financial business cases (a.o. investments, insource vs outsource). Focus on creating added value in order to improve decision-making and streamline processes. Provide high-quality financial forecasting and analysis, capital governance, participate in the development and implementation of strategic business initiatives and assist in the management of financial systems for the benefit of the business. Work closely with senior management throughout the business and have the opportunity to influence decision-making at all levels.

As our Business Finance Analyst, you will partner with the business and play a key role in decision-making, helping our teams maximize revenue, optimize costs, and drive financial performance as we expand our network and operations. This is a newly created role with the opportunity to shape how finance influences business strategy within our airline.

1. Key Duties and Responsibilities;

- Building sound relationships with key internal stakeholders, whilst gaining an understanding of the management information will be essential to maximize business opportunities and profitability.
- Develop financial models and conduct analysis using a broad range of quantitative tools and techniques.
- Analyse and report actual revenues and costs; prepare root cause variance analyses reporting to management periodically (monthly, quarterly, and annually).
- Prepare and distribute management reports of the key accounts showing actual cost vs budget and variance analysis to management.
- Identify and develop process improvements in collaboration with finance and/or business stakeholders.
- Conduct ad hoc revenue and cost analysis for Senior Management in Finance.
- Support the development of business KPIs and report on them regularly.
- Ensure financial accounting reporting is in sync with corporate / finance definitions and reports.
- Optimize reporting process of route profitability (if applicable), financial accounting and management reporting.
- Review annual budget submissions in-line with key management strategies/targets.
- Control spending to ensure cost of sale targets are achieved and recommend control measures.



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- Review business case proposals generating incremental revenues or cost reduction.
- Review contracts/agreements for operational and commercial compliance.
- Consolidate and analyse financial results of departments on a monthly basis and yearly during the budgeting process.
- Collaborate, challenge and guide thinking to achieve sound decision-making that maximises the benefit from financial resources.
- Effective implementation of budgeting and forecasting process to deliver accurate and timely financial plans that are strategic and aligned to activity plans.
- Contribute to the enhancement of business performance across RwandAir.
- Undertake financial business transformation projects and any other duties as directed by HOD.

2. Desired Profile

a. Minimum Standard Qualifications;

- A Bachelor's Degree in Accounting/Finance/Statistics or Equivalent with Minimum 3 years of job-related experience.
- Working knowledge of Finance preferably in the Airline industry, Transport, or FMCG Company.
- Proven experience in demonstrating flexibility to meet the changing demands of the business.
- Chartered Accountants or equivalents will be a bonus.

b. Other Desired Competencies & Skills;

- Highly proficient in MS Office applications particularly Excel PowerPoint; and sound experience in finance ERP systems.
- Working knowledge of Data Analytics tools and investment appraisal tools.
- Proven ability to work under pressure to define time scales and budget.
- Ability to prioritize and manage multiple projects/tasks.
- Excellent customer service and relationship management skills.
- Sound judgement, good problem-solving and analytical skills.
- Continuous process improvement capability.
- Ability to work under pressure to meet short deadlines.
- Proven quantitative and qualitative analytical and evaluative skills, incorporating problem-solving, decision-making and creative thinking.
- Good communication skills in English, both written and oral, to suit experts and non-financial audiences.
- Ability to build and maintain effective internal relationships in order to be a "trusted business advisor".
- Excellent working knowledge of relevant standards, principles, policies, systems and processes, procedures, guidelines, practice and regulations including Generally Accepted Accounting Principles (GAAP).
- Extensive knowledge and understanding of management accounting and financial management principles and practices.
- Command of English language

3. How to Apply:

- An application letter addressed to the Chief HR & Administration Officer;
- Recent Curriculum Vitae;
- Copies of Notarized Degree/Diploma certificates;
- Relevant certificates;
- Copies of academic papers;
- A photocopy of the Passport/National ID;
- Three referees;

The deadline for submitting application documents (**Only PDF Format**) is **March 09, 2025**. Please apply via the link: <https://erecruitment.rwandair.com/>