![RwandAir logo - Fly the dream of Africa]

JOB ADVERTISEMENT – PRINCIPAL AIRCRAFT MAINTENANCE PROGRAM ENGINEER

Job Title: **Principal Aircraft Maintenance Program Engineer**
Department: **Maintenance & Engineering**
Location: **Kigali International Airport**

Job Purpose

Principal Aircraft Maintenance Program Engineer lead the development, implementation, and continuous improvement & optimization of the Aircrafts' Customized Approved Maintenance Programs. Reporting directly to the Manager of Aircraft Maintenance Planning, she/he have a instrumental role in ensuring the Aircrafts Airworthiness and adherence of operation to the highest regulatory standards and industry best practices.

1. **Key Duties and Responsibilities:**
   - Spearhead the Development, Amendment, and Management of Customized approved maintenance programs for the RwandAir fleet, meticulously ensuring compliance with all relevant regulatory and safety mandates.
   - Customize the Maintenance program in accordance with the aircrafts configuration and operating environment while ensuring the alignment with the Original Equipment Manufacturer (OEM) recommendations, company policies, and operational requirements.
   - Define, implement, and meticulously manage all Maintenance Program requirements and items within the designated IT systems (e.g., Trax), ensuring accurate data entry, system integrity, and seamless integration with maintenance planning and execution processes.
   - Proactively champion regulatory compliance for Instructions for Continuing. Airworthiness (ICA) by establishing and maintaining robust processes that ensure unwavering adherence to aviation authority standards and consistently exceed current industry best practices.
   - Conduct in-depth analysis of aircraft performance, maintenance data and reliability reports to identify critical trends, proactively pinpoint areas for maintenance program optimization, and drive continuous improvement initiatives.
   - Continuously assess and refine scheduled check maintenance strategies with a focus on maximizing aircraft reliability, enhancing availability, and minimizing operational disruptions.
   - Lead the development and implementation of effective corrective actions to address any aircraft maintenance program-related issues, ensuring swift and safe resolutions.
   - Proactively identify potential risks within maintenance processes and develop and implement robust mitigation strategies to ensure operational safety and efficiency.
   - Strategically controls the maintenance program budget, ensuring the efficient allocation of resources and strict adherence to financial targets.
   - Collaborate effectively with other departments, including Engineering, Maintenance Operations, and Quality Assurance, to ensure seamless integration of maintenance program activities.
   - Provide strong leadership, mentorship, and coaching to a team of maintenance program engineers, fostering a collaborative and high-performing environment.
   - Actively promote a strong safety culture within the maintenance program team, emphasizing adherence to safety protocols and best practices.

2. **Desired Profile: Required education, Experience, and Abilities**

- Bachelor's degree in Mechanical Engineering, Electrical Engineering, Electronics, Aerospace Engineering
- A minimum of ten (10) years of progressive experience in aircraft maintenance program development and management or related roles, including at least four (4) years in a managerial or supervisory capacity.
- Exceptional communication and interpersonal skills, with the ability to effectively collaborate and influence at all levels.
- Demonstrated proactive approach with a strong emphasis on continuous improvement and problem-solving.
- Strong analytical and data interpretation skills to identify trends and drive data-based decisions.
- Excellent leadership and team management abilities, with a proven capacity to mentor and develop team members.
- Solid understanding of aviation regulations and industry best practices, particularly concerning Instructions for Continuing Airworthiness (ICA).
- Proficiency in maintenance planning software and tools.

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 **May 09, 2025**. Please apply via the link: https://erecruitment.rwandair.com/