



**JOB ADVERTISEMENT – DIRECTOR, FINANCE BUSINESS PARTNER**

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

Are you a financial strategist, a business enabler, and a commercial thinker? Do you thrive in a fast-paced, high-growth environment where finance is more than just numbers and is about driving business success? If yes, then this is your opportunity to lead, innovate, and elevate with our Finance leadership team!

**Job Purpose**

The role is responsible for providing the CFO, and the relevant business stakeholders with the financial information, analysis, and insights to help them make more informed decisions and drive business strategy while challenging their thinking and seeking further financial improvements. All to be achieved through collaborating with Business and Finance, analyzing financial performance vs. set KPIs, strategic planning and supporting the efficiency of processes and tools. Serve as a strategic partner to the CFO and Executive leadership team in redefining and transforming the finance function to achieve operational excellence, sustainable profit and strategic alignment with organizational goals and objectives.

As a Director, Finance Business Partner, you won't just be crunching numbers you'll be steering financial strategy, guiding commercial decisions, and shaping the future of our airline. This is a newly created, high-impact role, perfect for a dynamic finance leader who wants to make a real difference.

• **Key Duties and Responsibilities;**

- Act as a strategic advisor to the executive team, translating financial insights into commercial opportunities.
- Develop and implement financial strategies that support the airline's transformation and long-term growth.
- Contribute to the development of RwandAir goals and objectives as well as the overall management of the organisation by ensuring optimal allocation of resources and providing insightful information to the senior management team.
- Formulate standards/KPIs to govern financial performance and allocation of financial resources.
- Responsible for the development of strategic financial plans by providing management with all information necessary to measure financial performance that will assist and steer the business toward sustained profitability.
- Collaborate with the CFO and other key members of senior management on the successful delivery of financial Initiatives, budgeting, outlining investment priorities, and formulating relevant policies and procedures.
- Ensure effective communication and relationship between senior management Finance and Business. Act as a business partner for business and as a bridge between business and finance in an open, transparent way.
- Manage, capture and integrate market intelligence into strategic planning, ensuring appropriate focus on delivering competitive advantage and sustainable profit.



- Deliver monthly/quarterly reporting of KPIs, cost of investment and potential financing scenarios, realistic revenue/cost assumptions, manpower impact, sensitivity analysis, generation of financial metrics including IRR, NPV and payback analysis and highlighting any risks and opportunities associated with each project.
  - Identify and drive business transformation initiatives, ensuring financial sustainability.
  - Provide insights on route profitability, fleet planning, and investment decisions.
  - Ensure robust financial controls, governance, and risk management in a fast-growing airline.
  - Perform other department duties related to his/her position as directed by the Head of the Division.
- **Desired Profile**
    - a. **Minimum Standard Qualifications;**
      - A Bachelor's Degree or Equivalent with a Minimum of 10+ years of progressive job-related experience.
      - Professional qualification such as CMA, ACCA, CIMA or equivalent.
      - Minimum of 10 years' experience of which at least 3 years in a management position.
      - Minimum of 3 years' experience in managing a Finance Business Partnering team.
      - Experience in using data visualisation tools, such as Tableau, Power BI
      - Experience in similar roles or Commercial Finance roles
    - b. **Other Desired Competencies & Skills; Preferred**
      - A minimum of 3 years' experience in an airline Management position.
      - Strong developed "soft skills", high level of integrity, open/transparent, team player
      - Must have excellent interpersonal skills.
      - Customer-centric driven approach
      - Excellent communication and presentation skills are a must, as is the ability to work effectively across the organization
      - Must have excellent organizational ability to be able to set priorities, handle multiple tasks
      - Experience working to tight internal reporting timescales and managing responsibilities/work interruptions, while meeting deadlines
      - Strong analytical skills with the ability to create and develop Financial KPIs using data visualisation tools such as Tableau or Power BI
      - Good understanding of business cycles and their impact on the profit and loss account
      - Managerial skills - Ability to delegate work, set clear direction and manage workflow.
      - Strong mentoring and coaching skills.
      - Ability to train and develop subordinate skills.
      - Ability to foster teamwork among team members
      - Good 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;



**RwandAir**  
*Fly the dream of Africa*

- Work 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 23, 2025**. Please apply via the link: <https://erecruitment.rwandair.com/>