

RwandAir Ltd is the flag carrier airline of Rwanda. It operates domestic and international services to East Africa, Central Africa, West Africa, Southern Africa, Europe and the Middle East from its main base at Kigali International Airport. Our mission is to provide unsurpassed, safe, and reliable services in air transportation, including strategically linking Rwanda with the outside world while ensuring a fair return on investment. As part of the expansion strategy, we are looking for interested, qualified, and competent candidates to fill the following position:

Job Title: **Business Intelligence Manager**
Reports to: **Director of Information Technology**
Department: **IT**
Location: **Kigali International Airport (KIA)**

Job Purpose

The role will be responsible for leading and shaping RwandAir's business intelligence strategy by transforming complex operational, commercial, cargo, passenger data and maintenance data into actionable insights for decision making.

1. Key Duties and Responsibilities:

a. Data Management & Governance

- Ensure high data quality, integrity, and security by overseeing data stewardship and governance processes.
- Oversee design, build, and maintenance of data pipelines and warehousing solutions.

b. Analytics & Reporting

- Generate executive-level dashboards, KPIs, and insights related to passenger flow, on time performance, revenue, operations, and customer satisfaction.
- Use advanced analytics—including modeling, forecasting, or A/B testing—to address commercial and operational challenges.

c. Stakeholder Engagement

- Collaborate across airline, airport, commercial, and operational teams to translate business questions into analytics solutions.
- Present BI findings to senior leadership and recommend strategic actions.
- Lead external BI partnerships and manage contractors/vendors for analytics initiatives.

d. Strategy & Leadership

- Develop and execute the BI roadmap aligned with commercial, operational, and safety objectives.
- Lead and mentor a team of BI analysts and data engineers, fostering professional development and implementing performance management systems.
- Drive adoption of cloud analytics, modern BI platforms, and scalable architectures.

2. About You – Minimum Standard Qualifications;

Essential

- Bachelor's degree in Data Science, Computer Science, Business Analytics or related field.
- A minimum of 3 year hands-on experience with working on Business Intelligence systems
- A minimum of Three (3) years of experience with managerial and leadership capacities.

3. About You – Other Desired Competencies & Skills;

Essential

- Expertise in Business intelligence tools such as Power BI, Tableau and strong SQL skills.
- Knowledge of data warehousing platforms and cloud tech (AWS, AZURE, SnowFlake etc)
- Experience with Advanced analytics including predictive modeling, AI/ML.
- Excellent communication – ability to engage both technical teams and senior leadership.
- Analytical thinking, problem solving mindset, adaptability and strategic vision.
- Prove team leadership, stakeholder management and project coordination.

4. 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 **January 12, 2026**. Please apply via the link: <https://erecruitment.rwandair.com/>.