

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: **Senior Development Engineer**

Reports to: **Manager Engineering, Head of Engineering & Planning**

Department: **Technical**

Location: **Kigali International Airport**

Job Purpose

To improve the overall aircraft performance, continued airworthiness and process enhancements through direct activities related to Aircraft and Engines maintenance, Aircraft maintenance Programme evolution and TRAX eMRO set up and support. During a phase of transformation and growth, establish the basis for sustained continued airworthiness processes and procedures, using modern and approved tools. The eventual outcome is a compliance and economical product that supports RwandAir.

1. Key Duties and Responsibilities:

a) Operational

Engineering Development

- Evaluate Technical Documentation (AD/SB/SIL/OIT/AOT/TFU/SL etc) issued by Airworthiness Authorities, aircraft manufacturers or vendors and take necessary actions in a timely manner
- Evaluate Technical and commercial proposals, retrofit modification orders and corporate engineering requests.
- Follow up and coordinate for required Part 21 activities.
- Evaluate, analyze and find solutions to problems related to components and systems that exceed alert levels in Reliability reports.
- Issue necessary Technical Literature and coordinate with various in-house departments, vendors and manufacturers accordingly
- Initiate modifications to improve performance and reliability and reduce costs of maintenance and overhaul without compromising Airworthiness Standards
- Initiate campaign inspection and modifications, as applicable, and coordinate with all concerned to ensure their timely accomplishment
- Assist Maintenance in resolution of repeated/ recurrent/ deferred defects and other Technical issues eg AOG, Support, Clarification on technical data etc
- Implement processes and procedures for engine trend monitoring, oil consumption monitoring and provide recommendations.
- Coordinate and compile engine and APU plan to ensure fleet availability. Coordinates with all engines and APU vendors and service providers to ensure timely repair/overhaul of RwandAir Engines.
- Involved in the review of engine maintenance and support contracts such as TCA, PBH
- Reviews and finalizes engine shop visit workscopes and review of final engine shop work for cost effectiveness
- Provides specialist technical advice for resolution of complex and/or unusual aircraft



technical problems and provide troubleshooting recommendations

- Investigate occurrence reports assigned and recommend corrective and preventative actions
- Communicate with manufacturer's, vendors and internal Departments/Sections on Technical and project issues
- Recommend amendments to Aircraft Maintenance Program and MEL under Airworthiness authority guidelines
- Develop, monitor, adjust and ensure timely execution of plans for Aircraft Maintenance Program (AMP) development, implementation and evolution activities.
- Ensure accuracy of AMP contents by applying effective and cost-efficient cross check measures
- Ensure that the AMP is accurately implemented in TRAX IT system and is updated in a timely manner for revisions, aircraft inductions and lease returns
- Support AMP optimizations and effectiveness review.
- Prepare product specifications and assist commercial Department in preparing request for information, request for proposals and purchase agreement documents for selection of new components and/or systems
- Review engineering data/ documents and drawings for accuracy before embodiment/ recommending to Maintenance
- Prepare modification, repairs, design deviations, salvage schemes of materials and equipment specifications
- Participate in the Technical aspects of major projects such as purchase of new equipment, new aircraft, major modifications and the use of major contractors.
- Evaluate Technical Specifications and agreements of new and used Aircraft and equipment for possible induction. Define the layout and specifications to meet RwandAir and RCAA requirements
- Develop, monitor, adjust and ensure timely execution of plans for aircraft component configuration activities related to Aircraft induction, complex assembly, transactions and related functions
- Ensure correct aircraft configuration set-up. Conduct periodic review of risk assessment analysis and update as required, of the process linked with component configuration and life control
- Ensure management of NLA structure for engine, APU and landing gears and fulfil requirements of full back-to-birth traceability documents
- Define and implement process and procedures for definition and update of new Part Numbers in TRAX IT system and the creation of an effective and accurate aircraft, engines and landing gear mask
- Define and implement processes and procedures for an accurate and updated aircraft software configuration file within the system
- Develop the team working under her/him, with a responsibility to develop Rwandan nationals
- Carry out competence Assessment of the team working under her/him

TRAX eMRO Project - CAMO

- Accomplish TRAX eMRO data cleanup, correct switch setting, controls set-up and settings to establish TRAX eMRO as the basis for all CAMO activities



- Upload and update data into the TRAX eMRO system for the aircraft, engines, APU, landing gear and components. Implement controls to ensure future data updates are correct
- Initial update AMP Task Cards and controls in TRAX with correct last done where applicable, correct aircraft and PN effectivity. Define all required parts, materials and tools against each task card.
- Ensure correct setup so that future WO closures and component transactions updates the status
- Update engine, APU and Landing gear NLA/NHA setup in TRAX eMRO. Ensure correct setup so that future WO closures and component transactions updates the status
- Define required component PNs and indicate the reference documents. Implement controls to ensure definition of PNs is controlled and all pre-requisites are updated
- Define a correct and accurate aircraft mask for each aircraft operated by RwandAir, defining the PNs, their locations or FIN, effectivity, applicability and controls for each HT and LLP as defined in the respective AMP.
- Define a controlled process for PN/SN transactions to ensure the aircraft status in TRAX remains current.
- Work with all other sections to ensure TRAX eMRO eMobility solutions are implemented across all sections of Technical
- Define and implement a process and procedures for creation, issuance, management and closure of work packages and individual task cards. Ensure visibility for progress monitoring during checks
- Define and implement a process and procedures for correct capture and update of aircraft utilization (FH, FC) with appropriate cross-checks to ensure data accuracy at all times
- Activate all respective TRAX Modules for use in CAMO. Create necessary links and interfaces
- Define and implement a process for Aircraft structure repair digital mapping in TRAX eMRO
- Ensure TRAX eMRO report generation is properly configured to meet Airworthiness Requirements.
- Define and document procedures for use by other staff
- Takes responsibility as TRAX super-user to ensure optimized utilization of TRAX eMRO across all aspects of Technical
- Offers TRAX eMRO training to RwandAir staff

TRAX eMRO Project -Part 145 and Supply Chain

- Accomplish TRAX eMRO data cleanup, correct switch setting, controls set-up and settings
- Upload and update data into the TRAX eMRO system for the inventory, tool, GSEs and shelf-life materials. Implement controls to ensure correct receipt, update and control of the items.
- Implement and document process for receiving, inspecting, warehousing, picklisting, issuing and return of parts, materials and tools.
- Activate all respective TRAX Modules for use in Part 145, Workshops and Supply Chain. Create necessary links and interfaces.
- Implement process for control of maintenance checks, including progress tracking within TRAX eMRO
- Define, implement and follow up procedures for TRAX eMRO NRC creation during checks, including raising of defects for scheduled and unscheduled work
- Define, implement and follow-up procedures for correct data capture by Maintenance Staff.



(Defects, NRC, Requisitions, Deferments, ATL etc)

- Define and document procedures for use by other staff
- Takes responsibility as TRAX super-user to ensure optimized utilization of TRAX eMRO across all aspects of Technical
- Offers TRAX eMRO training to RwandAir staff

b) Management & Leadership

- Establish the department or teams objectives and priorities to align with and support business objectives.
- Oversee and supervise employees. Direct daily activities for employees assigned
- Train and develop other employees, to ensure succession planning is in place.
- To be committed and contribute to the National talent development, by coaching the national developees, preparing them for a career with boundless potential. Leading to the program's continued growth and success.

c) Personal Development

- Take responsibility for own ongoing personal development and growth of expertise.
- Keep abreast with any market trends and developments
- Assist in the response to any emergency or a major operational disruption affecting RwandAir or its subsidiaries.
- Train Rwandair staff in various duties as per business requirements

d) Data Protection

- Ensure that in performance of the role, all uses, disclosures and requests of any information (in any form) are done in accordance with data protection principles adopted by the RwandAir Group and are limited to what is reasonably required to accomplish the intended business purposes of the use, disclosure or request.
- Comply with all relevant company policies and procedures regarding the use, processing, disclosure and security of any information (in any form) and ensure that all staff under my direct supervision are aware of and comply.
- Consult the Group's Data Protection Officer in matters related to data protection and privacy as appropriate.
- Ensure the confidentiality, security and protection of all information handled in the course of duties is maintained at all times from unauthorised access, use, disclosure, disruption, deletion/destruction, corruption, modification, inspection or recording.

e) Safety

- Responsible to ensure that employees at all levels understand work health and safety requirements and expectations through provision of relevant RwandAir Group induction, information, instruction, training and supervision.
- Ensure compliance to all relevant safety, security, quality and environmental management policies, procedures and controls across the operation to assure employee safety, security, legislative compliance and delivery of high quality service with a responsible environmental attitude.
- Ensure that all managers and supervisors understand work health and safety requirements and expectations to the extent that they can pass on relevant information, identify training

needs and provide appropriate supervision in their workplace.

- Take a direct and personal interest in reported injuries, incidents, near misses and hazards to ensure that appropriate reporting, investigation and response is being achieved.

Environmental Competencies

Apply:

- Contribute towards RwandAir Environmental Objectives and targets and the implementation and maintenance of the Environmental Management System.
- Apply environmental knowledge and principles in your role, and incorporate this into business processes and decision making, to drive efficiencies and reduce environmental and operational risks.

2. About You – Minimum Standard Qualifications & Experience;

Essential

- Bachelor's Degree in Aeronautical Engineering, Aviation Maintenance, or related technical discipline.
- Minimum 5 years' experience in aviation technical services, documentation, or engineering records management.
- Solid understanding of aircraft airworthiness documentation, configuration control, and regulatory compliance (EASA/ICAO/RCAA).
- For TRAX eMRO positions, a minimum of 4 years working with TRAX or an equivalent system

Preferred

- Experience working with aircraft maintenance and engineering systems (e.g., AMOS, TRAX).
- Involvement in aircraft lease transitions, audits, and maintenance program control..
- Aircraft type course preferably an aircraft type operated by RwandAir

3. Job Specific Skills

Essential

- Knowledge of airworthiness records, document control processes, and configuration management.
- Familiarity with OEM and regulatory documentation systems.
- Strong analytical, organizational, and communication skills.
- Ability to manage large datasets and ensure data integrity.
- Fluent in English (French or Kinyarwanda an advantage)

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 13, 2026**. Please apply via the link: <https://erecruitment.rwandair.com/>.