

**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:** **Technical Training Instructor**

**Reports to:** **Technical Training Manager**

**Department:** **Maintenance**

**Location:** **Kigali International Airport**

#### **Job Purpose**

The Technical Training Instructor is responsible for delivering comprehensive technical training, examinations and updating training records to ensure competence, regulatory compliance and a holistic development of RwandAir Technical staff. This role is critical in supporting staff development and compliance through professional Technical training delivery. Operating during a period of rapid growth and transformation, this role will supports implementation of best practices in training and supports inculcating a culture which aligns with organizational goals.

#### **1. Key Duties and Responsibilities:**

##### **a) Operational**

- Delivers on-line and classroom Technical Training of approved courses to RwandAir staff
- Delivers approved aircraft type course and general familiarization trainings
- Develops and updates the training materials in coordination with the Technical Training Manager
- Supports OJT and Practical training for staff in accordance with approved procedures. Updates course contents as per evolving needs
- Administers examinations to staff, marks and updates staff training records
- During training, collects feedback from attendees to support improvements in the course content and delivery
- Ensures all delivered training meets all the regulatory standards (RCAA, EASA)
- Stays current with developments in the aviation technology, regulations and best practices.
- Supports in development, revision and update of all Technical Training manuals
- Manages and ensures class/training attendance levels meet the minimum guidelines for course completion and highlights any issues to the respective heads of sections
- Perform other duties as assigned by Technical Training Manager.

##### **b) Stakeholder Management**

- Liaise with heads of departments and HR Talent development .
- Coordinate with heads of sections within Technical for development of training materials

##### **c) Management & Leadership**

- Lead a team of Instructors
- Develop Technical Training team competence in line with fleet complexity and regulatory changes.
- Promote a safety-first, solutions-driven culture with high accountability and communication

standards.

- Support training, mentoring, and professional development, especially for national staff.
- Establish KPIs and performance standards for Technical Stores responsiveness and delivery standards.

## **2. About You – Minimum Standard Qualifications & Experience;**

### **Essential**

Bachelor's Degree in Aeronautical Engineering or equivalent technical discipline. OR Licensed Aircraft Engineer (EASA Part 66 or ICAO Type II) with appropriate aircraft type endorsements and 8 years experience.

- Minimum 5 years of experience in Technical Training
- Strong understanding of regulations (eg Part 145, part CAMO, Part 66, Part 147)
- Strong understanding of Aircraft Maintenance processes, staff certification procedures and training organization requirements.
- Understanding of training requirements and organization
- Understanding of Safety Management Systems
- Knowledge to deliver training on at least one aircraft type operated by RwandAir.

### **Preferred**

- Experience within an airline or MRO Technical Training.
- Familiarity with maintenance systems (e.g., AMOS, TRAX) and digital operations platforms.
- Knowledge of aircraft type operated by RwandAir

## **3. Job Specific Skills**

### **Essential**

- Strong communication and coordination capabilities across multiple stakeholders.
- Knowledge of EASA/RCAA regulatory frameworks and maintenance data.
- Detail-oriented with good technical authoring skills
- Fluent in English (French or Kinyarwanda is an asset).
- Sound Aeronautical and Airline background with detailed knowledge of modern aircraft and engine systems.
- Ability to plan and prioritise sequential completion of task and process for effective time management and revenue loss.
- Managerial skills - Ability to delegate work, set clear direction and manage workflow. Strong mentoring and coaching skills.
- Ability to train and develop subordinate's skills. Ability to foster teamwork among team members.

## **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 20, 2026**. Please apply via the link: <https://erecruitment.rwandair.com/>.