

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 Manager Revenue Accounting and Assurance
Reports to: Head of Revenue Management Accounting
Department: Revenue Management Accounting
Duty Station: Kigali International Airport (KIA)

Job Purpose

The SM Revenue Accounting and Assurance is responsible to lead and oversee revenue assurance, control, and audit processes across multiple revenue streams, ensuring the completeness, accuracy, and compliance of passenger and interline revenues. The role drives best practices in reconciliation, leakage prevention, and reporting, while optimizing processes and systems used in revenue accounting. The role also ensures revenue proration and data input and output is timely and the revenue accounting system is fully implemented and adapted. The role plays a key operational and advisory function within the Finance team during a period of organizational transformation.

As SM Revenue Accounting and Assurance, you will lead a dynamic portfolio spanning with clear focus on:

1. Key Duties & Responsibilities:

a. Strategic

- Lead and coordinate the operational delivery of revenue accounting activities across Passenger, Interline, and Sales reconciliation units.
- Define and enforce control frameworks to ensure timely and accurate recognition of all revenues.
- Develop and implement policies and procedures for revenue assurance, including risk assessments and control testing.
- Monitor compliance with IATA, IFRS, and internal accounting standards

b. Operational

- Understands the billing system and ensure its operations are as per industry standard and internal procedures.
- Oversee passenger and ancillary revenue accounting, including ticketing, EMDs, refunds, exchanges, and ADM/ACM management.
- Ensure compliance with IATA RAM, BSP/ARC rules, internal audit requirements, and revenue cycle controls.
- Lead revenue assurance activities to detect and prevent revenue leakage across all sales channels.
- Manage interline/codeshare billing and settlement processes (ICH/CCH, IS-IDEC).
- Supervise monthly revenue close, including deferred revenue balances, reconciliations, and reporting accuracy.



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- Own and oversee revenue accounting systems (RAS) and integration with PSS/DCS and ERP.
- Provide insights to Sales, Finance, and Network teams on revenue trends, anomalies, and audit findings.
- Continuous improvement of IDEC/IS-IDEC interface quality
- Constant review of auto-billing and auto-proration efficiency
- Support in the formulation and review of contracts and advise on the viability of the contracts signed in relation to revenue collection activity
- Advise the airline on the changes that take place in the market in relation with revenue collection activity
- To give an account of the monthly income in relation to passengers, cargo and miscellaneous receipts.
- Identify, investigate, and mitigate risks of revenue leakage across ticketing, interline billing, and sales channels.
- Establish data integrity protocols to validate transactions between PSS, GDS, and ERP systems.
- Oversee exception reporting, audit trails, and discrepancy resolution processes.
- Coordinate with internal and external auditors to support periodic reviews and year-end audits.
- Lead the preparation of audit schedules, working papers, and reconciliations for the areas under supervision.
- Ensure controls are documented and aligned with enterprise-wide audit readiness frameworks.
- Deliver monthly and quarterly revenue reports with variance analysis and key insights.
- Collaborate with the Finance Reporting and Commercial teams to ensure alignment of revenue figures with budgeting and forecasting.
- Recommend systems or process changes to improve data accuracy, automation, and timeliness.
- Perform additional responsibilities as assigned by Head of Department.

c. Management & Leadership

- Establish the department or teams objectives and priorities to align with and support business objectives.
- Lead and coach the Revenue Accounting team, ensuring high standards in technical accounting and operational execution.
- Regularly evaluate the department or teams objectives, plans, procedures and practices, and makes appropriate changes if needed.
- Plans and evaluates the performance of team; establishes performance requirements and personnel development; monitors performance and assist in improvement and ongoing development
- Train and develop other employees, to ensure succession planning is in place.
- Commit to and contribute towards the development of Rwandan National talent, by coaching the Rwandan National develops, preparing them for a career with boundless potential.



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

a. Education and Experience

- Bachelor's degree in Accounting, Finance, or related field. Master's degree or professional certification (e.g., CPA, ACCA) is highly desirable.
- **Minimum 8-10 progressive years in airline revenue accounting**, with at least 3 years in a managerial role.
- **Hands-on experience with airline revenue accounting systems**, such as Amadeus Revenue Accounting is required.
- Prior experience in the aviation industry or a highly regulated, complex sector.
- Proficient in ERP systems and revenue accounting platforms.

b. Other Desired Competencies & Skills;

- Strategic thinking and business acumen
- Analytical mindset with strong attention to detail
- Risk management and internal control expertise
- Excellent leadership, coaching, and stakeholder management skills
- Strong communication and reporting capabilities
- High Integrity and Professionalism.

3. How to Apply:

- An application letter addressed to the Chief HR & Administration Officer;
- Recent Curriculum Vitae;
- Copies of Notarised 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 **March 26th, 2026**. Please apply via the link: <https://erecruitment.rwandair.com/>.

Please note that candidates who previously applied for this position are discouraged from reapplying