

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: **Manager Engineering**
Reports to: **Head of Engineering and Planning**
Department: **Maintenance**
Location: **Kigali International Airport (KIA)**

Job Purpose

The Manager Engineering is responsible for the management, control, and continuous improvement of all engineering functions, including airframe, powerplants, cabin, IFE, reliability, configuration management, maintenance program control and technical documentation. The role ensures regulatory compliance, supports operational reliability and regulatory compliance through accurate and timely monitoring and management on continuing airworthiness technical requirements.

Operating within a growing and transforming airline environment, this position is central to maintaining aircraft airworthiness, supporting audits and lease transitions, staff competence development and digitizing engineering support processes to align with RwandAir's broader modernization goals.

The role reports to the Head of Engineering and Planning, and works closely with Maintenance Planning, Compliance/ Safety, Quality Assurance, Maintenance, Materials, OEMs and Regulatory Authorities.

1. Key Duties and Responsibilities:

a. Strategic

- Develop and implement engineering services strategies to support aircraft airworthiness, digital transformation, optimized product cost and regulatory compliance.
- Ensure accurate and timely management of all aircraft documentation in support of fleet expansion and operational changes.
- Contribute to the development of technical data management systems and integration with MRO software platforms.
- Support business transformation initiatives through process automation and improved data traceability.
- Develop engineering support strategies to enhance operational reliability and efficiency.
- Ensure compliance with regulatory and company standards.
- Develop long-term collaboration strategies with identified service providers and OEMs

b. Operational

- Manage all aspects of engineering to ensure fleet airworthiness



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- Monitors Airworthiness Directives and other mandatory requirements, reviews and ensures timely compliance with an updated compliance record. Responsible for management and control of Airworthiness Directives and all other mandatory publications/ notices.
- Monitor the implementation of ADs, SBs, and other compliance items in coordination with Planning and Engineering. Manage review and implementation of mandatory and non-mandatory OEM documentation.
- Manages engineering development functions for Airframe, Systems, Avionics, Cabin, IFE, Structures and Powerplants
- Maintain configuration control of the fleet including engines and managing aircraft modification status.
- Manages introduction of new Part Numbers in the maintenance system, including all necessary dependencies and references
- Manages engine trend analysis and takes necessary action based on OEM recommendations. This includes monitoring of engine oil consumption and taking necessary actions.
- Maintain and update engine and APU management plans to ensure continued fleet operations and control costs.
- Oversee the review of OEM publications, in-service data, manuals, and regulatory data.
- Manage the Reliability program and conduct meetings with all stakeholders, including the authorities
- Manage the ETOPs, RVSM, AWO compliance requirements and update the procedures. Prepare and support applications for ETOPS/EDTO special operations
- Works with Flight Operations Engineering section to create and revise the Minimum Equipment List (MEL) and CDL
- Manage the development and evolution of Aircraft Maintenance Programmes, taking consideration of all requirements and operating environment. Develop Cabin and IFE Maintenance program. Support maintenance program revisions and aircraft phase-in/phase-out documentation.
- Responsible for Maintenance Program effectivity review and routine optimization exercises.
- Compiles and revises aircraft maintenance Line Check sheets (eg Daily/ Transit/Preflight/ ETOPs check)
- Manage creation, revision and archiving of Engineering documentation (Engineering Orders, Engineering Drawings, Notices, Inspection tasks, Maintenance Task cards etc).
- Prepares aircraft and engine storage instructions based on business requirements
- Prepare reports and documentation packages for internal audits, regulator inspections, and lessor reviews.
- Deliver technical support and solutions to maintenance teams.
- Manage engineering documentation and records.
- Support modification and reliability programs. Responsible for maintain a compliant Reliability program and reporting to the authorities as required. Establishes a process of integrating Reliability program outcomes with the respective aircraft maintenance program.
- Responsible for creating and maintaining an approved aircraft Emergency Equipment drawing, aircraft livery drawings and structural repair records
- Maintains close coordination with key OEMs and suppliers. Manages exchange of data with OEM/Suppliers to resolve ongoing issues and/or for benchmarking exercises.



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- Responsible for coordination with Part 21 organizations for all STC requirements. Ensures all ICA requirements are integrated into the maintenance programmes.
- Maintains an active Technical Support arrangement to ensure quick resolution of issues arising during operations which may be out of approved maintenance data
- Responsible for budgeting for the engineering services section
- Root cause analysis of repetitive defects and recommend action plans
- Develop engineering staff and responsible for required competence assessments
- Monitor and report on engineering services KPIs.
- Responsible for SMS within the section
- Perform other duties assigned or act in a capacity as directed by Line Manager or Director of Technical Services

c. Stakeholder Management

- Collaborate with Engineering, Planning, Quality Assurance, and Materials to ensure alignment on aircraft configuration and documentation.
- Collaborate with Flight Operations Engineering for MEL development and coordination of modifications affecting operations
- Coordinate with external stakeholders including OEMs, regulators, and lessors regarding data provision and compliance matters.
- Serve as a key point of contact during audits, lease transactions, and aircraft transitions.

d. Management & Leadership

- Lead a team responsible for technical records, document control, and engineering services.
- Foster a strong compliance culture focused on detail, integrity, and continuous improvement.
- Identify training needs, develop technical talent, and support the professional growth of national staff.
- Establish and monitor performance KPIs aligned with operational and regulatory standards.

2. About You – Minimum Standard Qualifications;

Essential

- Bachelor's Degree in Aeronautical Engineering, Aviation Maintenance, Electrical/Electronics/Industrial/ Mechanical Engineering or related technical discipline.
- Minimum 7 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).

Preferred

- 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. About You – Other Desired Competencies & Skills;

Essential

- Knowledge of airworthiness records, document control processes, and configuration management.



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- 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 **May 23, 2026**. Please apply via the link: <https://erecruitment.rwandair.com/>.