

**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, Environment and Sustainability**  
**Reports to:**     **Senior Manager Corporate and Strategic Planning**  
**Department:**   **Corporate and Strategic Planning**  
**Location:**       **Kigali International Airport**

**Job Purpose**

To lead the development, implementation, and continuous improvement of RwandAir’s environmental sustainability strategy, ensuring compliance with international standards and advancing the airline’s sustainability agenda. This role acts as the subject matter expert and primary driver of sustainability initiatives across the organization, without direct people management responsibilities.

The Manager Environment and Sustainability ensures compliance with environmental regulations, drives carbon reduction efforts, and promotes sustainable practices across the organization. The manager also engages with stakeholders, reports on environmental performance, and fosters a culture of sustainability within the airline, ultimately contributing to the airline's long-term environmental goals and industry leadership in sustainability.

**1. Key Duties and Responsibilities:**

**a) Strategic**

- Formulate long-term sustainability goals aligned with RwandAir’s vision and international best practices.
- Develop and periodically update environmental sustainability strategies and policies.
- Ensure sustainability is integrated into business planning, decision-making, and daily operations.
- Advocate for policies and practices that support environmental sustainability at local, national, and international levels.
- Ensure compliance with local, national, and international environmental regulations (e.g., IATA, ICAO, CORSIA, EU ETS).
- Represent RwandAir in sustainability forums, industry groups, and public events.
- Engage with internal and external stakeholders (employees, customers, investors, suppliers, regulators) on sustainability issues.
- Identify and evaluate emerging trends, technologies, and best practices in aviation sustainability.
- Recommend and drive adoption of innovative solutions for environmental performance improvement.
- Lead the preparation and publication of sustainability reports, ensuring transparency and accountability.
- Ensure RwandAir obtains and maintains IATA Environmental Assessment (IEnvA) certification.



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- Develop and maintain sustainability metrics and KPIs; oversee carbon accounting and reporting processes.

**b) Operational**

- Develop and implement initiatives to achieve sustainability goals (e.g., carbon reduction, waste management, energy efficiency).
- Oversee carbon reduction strategies, including carbon offset programs, fuel efficiency initiatives, and transition to sustainable aviation fuels.
- Implement programs to reduce waste, increase recycling, and promote renewable resource use.
- Work with procurement to ensure a sustainable, environmentally friendly supply chain and monitor supplier compliance.
- Monitor ongoing compliance with environmental laws, regulations, and standards.
- Conduct environmental risk assessments and develop strategies to mitigate potential impacts.
- Ensure the development and maintenance of an environmental management system for holistic issue management.
- Track, analyze, and report on sustainability metrics and KPIs.
- Prepare and present sustainability reports, highlighting progress toward environmental goals.
- Build and maintain a database to support decision-making and reporting.
- Develop and deliver training programs to educate employees about sustainability.
- Provide ongoing professional development opportunities related to sustainability and environmental management.
- Raise awareness across the organization about RwandAir's sustainability goals and initiatives.
- Monitor and manage financial performance related to sustainability investments, ensuring cost-effectiveness and value generation.
- Assist the Senior Manager Corporate & Strategic Planning with related duties as required.
- Perform other duties as assigned by Line Manager and HOD.

**c) Stakeholder Management**

- Ability to develop and implement long-term sustainability strategies aligned with the airline's goals and industry standards.
- Act as the point of contact for technical documentation queries and requirements across departments.

**d) Management & Leadership**

- Mentor and develop national staff in technical records management and regulatory documentation standards.

**2. About You – Minimum Standard Qualifications;**

**Essential**

- Bachelor's degree in Environmental Science, Engineering, Sustainability, or related field (Master's preferred).
- Minimum 7 years of experience in environmental management or sustainability, with at least 2 years in a leadership role.



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- Additional certifications in environmental management, such as ISO 14001, ESG are advantageous.
- Strong track record of developing and implementing sustainability initiatives and managing environmental compliance programs.
- Experience in carbon management, including carbon accounting, reduction strategies, and reporting.
- Familiarity with environmental regulations and standards relevant to the aviation industry, both domestically and internationally.

**Preferred**

- Experience with digital records platforms (e.g., AMOS, TRAX, STREAM, Envision).
- Involvement in aircraft induction, lease return, or phase-out projects.

**3. About You – Other Desired Competencies & Skills;**

**Job Specific Skills:**

**Essential**

- Strategic thinking and problem-solving
- Project management and execution
- Regulatory and policy awareness
- Data analysis and reporting
- Stakeholder engagement and communication
- Change management and training
- Strong ability to analyze environmental data, assess risks, and identify opportunities for improvement.
- Proven ability to manage multiple projects simultaneously, from inception through implementation and closure, while meeting deadlines and budgets.
- Ability to think critically and creatively to develop innovative solutions to environmental challenges.
- Ability to work independently with little supervision
- Ability to manage multiple and simultaneous and shifting demands, priorities and tight deadlines.
- Fluent in English (French or Kinyarwanda is an asset).

**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 27, 2026**. Please apply via the link: <https://erecruitment.rwandair.com/>.