

**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:** Head of Fleet Planning  
**Reports to:** Chief Commercial Officer (CCO)  
**Department:** Commercial  
**Location:** Kigali International Office

### **Job Purpose**

The Head of Fleet Planning leads RwandAir's fleet strategy, aircraft acquisition (via lease), lease return execution, and entry into service (EIS) of new aircraft. The role owns the commercial and contractual integrity of all fleet transactions and is the single point of accountability for translating the airline's network strategy — developed jointly with Network Planning — into a fleet plan that is financially disciplined, technically deliverable, and regulator-compliant.

Reporting directly to the Chief Commercial Officer (CCO), the role is highly strategic and sits at the intersection of commercial intent and operational delivery. It shapes long-range fleet decisions (type selection, sizing, replacement, exit) and ensures every lease, sublease, and return transaction supports RwandAir's corporate plan and unit cost targets.

The Head of Fleet also leads RwandAir's environmental and sustainability agenda as it relates to the fleet and broader operation, ensuring that fleet decisions, EIS programs, and lease structures are evaluated through a sustainability lens (fuel efficiency, CO<sub>2</sub> intensity, CORSIA/EU ETS exposure, and SAF readiness) alongside commercial and operational criteria.

The role leads a team of three direct reports: M2 – Manager, Environment & Sustainability; M2 – Manager, Leasing & AMCI; and M1 – Manager, Special Projects.

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

### **1.1 Fleet Strategy & Planning**

- Own the rolling 5–10 year fleet plan in lockstep with Network Planning and the CCO; align type, gauge, and capacity with route economics.
- Lead fleet type evaluations (narrowbody / widebody / regional) including total cost of ownership, residual value, and operational fit.
- Build and present business cases for fleet decisions to ExCo and the Board, including sensitivity analysis on fuel, FX, and demand.
- Maintain the fleet decision register and ensure traceability between network strategy → fleet plan → capex / lease commitments.

## **2.2 Aircraft Leasing (Acquisition)**

- Lead end-to-end lease campaigns: RFP issuance, lessor shortlisting, term sheet negotiation, and contract execution.
- Own commercial and contractual terms: rent, security deposits, maintenance reserves / EOL compensation, return conditions, sublease rights, default and cross-default provisions.
- Scrutinize technical schedules (Exhibit / Annex A), delivery condition, and modification scope; negotiate liability caps and indemnities.
- Coordinate due diligence on lessor counterparties (financial, reputational, jurisdictional).
- Manage delivery payments, escrow, and conditions precedent through to acceptance.

## **2.3 Lease Returns & Redelivery**

- Build redelivery plans 18–24 months pre-return: maintenance check alignment, paint, records, cabin reconfiguration.
- Manage redelivery condition negotiations and disputes; minimize end-of-lease compensation exposure.
- Own the redelivery provisions estimate with Finance and ensure no material variance at return.
- Oversee records reconciliation with Technical Records and lessor technical representatives.

## **2.4 Entry Into Service (EIS)**

- Chair the EIS steering committee; coordinate Technical, Flight Operations, Ground Ops, Commercial, IT, and Training workstreams.
- Drive the RCAA approval pathway: type acceptance, registration, AOC variations, ops specs amendments.
- Track readiness through gated milestones; escalate slippage early to Senior Management
- Ensure first revenue flight readiness on or before the contractual EIS date.

## **2.5 Contracts & Governance**

- Serve as RwandAir's commercial authority on all fleet contract language; partner with Legal on drafting and red-lining.
- Maintain a contract playbook covering standard positions, fallback positions, and walk-away triggers.
- Govern the fleet contract repository, key date tracker, and option windows (extensions, returns, purchase options).
- Ensure compliance with all contractual notice provisions, reporting obligations, and covenants.

## **2.6. Aircraft Availability**

- Act as the key point of contact from Commercial when liaising with Technical, to understand the planned maintenance requirements, and to maximize aircraft availability by avoiding more than one aircraft out of service at the same time.
- Liaise with Technical to match the planned maintenance calendar with demand seasonality, to minimize the number of aircraft out of service during peak periods.
- Communicate all the changes on maintenance activities to Network Planning & Scheduling, to ensure that the planned schedules are matching the aircraft availability.
- In case of unexpected maintenance events or special commercial requirements, evaluate ACMI options, negotiate favorable terms and conditions with lessors, and manage the entry into service process for ACMI aircraft.

## **2.7 Environment & Sustainability**

- Set and own RwandAir's fleet-related sustainability strategy in line with corporate ESG commitments and IATA Net Zero 2050 trajectory.
- Lead and develop the M2 Manager, Environment & Sustainability; set objectives, budget, and performance targets.
- Embed sustainability criteria into every fleet decision: fuel burn per ASK, CO<sub>2</sub> per RTK, payload-range efficiency, and end-of-life considerations.
- Own compliance and reporting for CORSIA, EU ETS (where applicable), and RCAA environmental requirements.
- Drive Sustainable Aviation Fuel (SAF) strategy: supplier engagement, book-and-claim arrangements, and uplift planning at key stations.
- Oversee fleet fuel efficiency program (weight reduction, performance-based navigation, engine wash, single-engine taxi, APU usage).
- Lead carbon offset strategy and partnerships; ensure credibility and verification of any offset claims.
- Report sustainability performance to ExCo, the Board, and external stakeholders (investors, lessors, customers, regulators).

## **2.8 Stakeholder & Regulator Management**

- Act as the primary fleet interface for the CCO and Network Planning; translate commercial intent into fleet action.
- Coordinate Technical and Flight Operations input on every fleet decision and transaction.
- Maintain a constructive working relationship with RCAA on certification, registration, and airworthiness matters.
- Represent RwandAir externally with lessors, OEMs, MROs, financiers, and insurers.

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

- Bachelor's degree in Engineering, Aviation Management, Finance, Economics, Law, or related field.
- Minimum 10 years of progressive experience in airline fleet planning, aircraft leasing, or commercial aviation — at least 4 of which in a fleet, leasing, or contracts capacity.
- Demonstrated ownership of at least 3 full aircraft lease transactions (acquisition and/or return), narrowbody or widebody.
- Deep working knowledge of operating lease contract structures (ISTAT-aligned), maintenance reserves, and return conditions.
- Strong financial modeling skills: lease NPV, residual value, sensitivity analysis.
- Proven track record working with civil aviation regulators on type entry / AOC variations.
- Excellent contract drafting and negotiation skills; comfort partnering with Legal and Finance counterparts.
- Working knowledge of aviation sustainability frameworks: CORSIA, EU ETS, IATA Net Zero, SAF supply chain, and carbon accounting (GHG Protocol).
- Experience leading or sponsoring a fuel efficiency or emissions reduction program.

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

### Essential

#### 3.1 Preferred

- MBA, CFA, or aviation finance certification (ISTAT Appraiser / Aviation MBA).
- Experience with mixed fleet operators (e.g., A330 + B737 + regional types) and EIS of a new aircraft type.
- Familiarity with IFRS 16 lease accounting implications.
- Prior experience in African aviation operating environments.

#### 3.2 Competencies

- Strategic thinking with strong commercial instinct.
- Rigor in contract detail and language — willing to read every annex.
- Cross-functional leadership without direct authority.
- Comfort presenting to ExCo and the Board.
- High integrity and discretion handling confidential commercial information.

## 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 **June 23<sup>rd</sup>, 2026**. Please apply via the link: <https://erecruitment.rwandair.com/>.