

RwandAir Ltd is the flag carrier airline of Rwanda and a Skytrax award-winning airline, recognized as Best African Regional Airline. 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: Captain (PIC)
Reports to: Fleet Manager
Fleet: Boeing 737 (B737), Airbus A330 and DH8 Q400
Department: Flight Operations
Location: Kigali International Airport

Job Purpose

To be nominated by the management of RwandAir to serve as the aircraft Pilot-in-Command (Captain) for each flight or series of flights on the B737, A330 or Q400 fleet.

1. Key Duties and Responsibilities:

As per OMA Sections 1.5.24 (Captain):

a) Captain (PIC)

The captain will:

- Maintain familiarity and ensure that other crew members are familiar with relevant Rwandan and International air legislation and agreed aviation practices and procedures;
- Maintain familiarity with such provisions of the RwandAir Operations Manual as are necessary to fulfill his/her function;
- Use best endeavors to ensure the comfort and well-being of passengers;
- Act as a Senior Official of the Company when away from base and assume such responsibilities as might reasonably be expected of such an official;
- Be responsible for the handling of Company operational logistics and/or credit cards for the rendering of a flight expense account after the flight;
- Use best endeavors to maintain a high standard of discipline, behavior, and appearance of the crew while on duty and when away from base;
- Notify the appropriate local authority without delay in the event of any emergency that necessitated action in violation of local regulations and/or procedures;
- Immediately notify the nearest appropriate authority, by the quickest available means, of any accident involving the aircraft that results in serious injury or death of any person, or substantial damage to the aircraft or property;
- Submit, if required by the state of occurrence, a report to the appropriate local authority and also to RCAA.

b) Safety Responsibilities and Accountabilities

- Performing their duties as per the laid down procedures;
- Reporting of hazards and occurrences.

2. About You – Minimum Standard Qualifications;

In accordance with OMA Section 5.1 (Flight Crew Qualifications):

Essential

- ICAO/EASA/FAA;
- Hold a First-Class Medical Certificate;
- Radio Telephony License or an endorsement on the flight crew member's license;
- Required type rating on license (B737 / A330 / Q400, as applicable);
- ICAO English proficiency level 4 minimum;
- No history of accidents/incidents due to the pilot's gross negligence;
- Total flying time of 5,000 hours;
- 1,000 hours as PIC on type.

3. What We Offer

- A growing network of over 25 destinations across East, West, Central and Southern Africa, with long-haul routes to London, Brussels, Paris, Dubai and Doha;
- A modern fleet of Boeing and Airbus narrow-body and wide-body aircraft;
- Global connectivity through codeshare and interline partnerships with Qatar Airways and Turkish Airlines;
- A genuine growth trajectory, including a planned move to the new Bugesera International Airport;
- A competitive salary, allowances, and benefits package designed to reward experience and commitment;
- A base in Kigali, one of Africa's safest and fastest-growing capital cities, offering a high standard of living.

4. How to Apply:

- An application letter addressing the following:
 - Confirmation of willingness to relocate permanently to Kigali.
 - Your preference between a commuter and non-commuter contract, noting that non-commuter candidates will be given preference.
 - Any other information you consider relevant to your application.
- 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 **October 08, 2026**. Please apply via the link: <https://erecruitment.rwandair.com/>.

NB: Only shortlisted candidates will be contacted.