

**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:** First Officer (Co-Pilot)  
**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 Co-Pilot (First Officer) for each flight or series of flights on the B737, A330 or Q400 fleet.

### 1. Key Duties and Responsibilities:

As per OMA Sections 1.5.25 (Co-Pilot):

#### a) First Officer (Co-Pilot)

A Co-Pilot must take all reasonable steps to:

- Maintain familiarity with relevant Rwandan and International air legislation and agreed aviation practices and procedures;
- Maintain familiarity with such provisions of the Company Operations Manuals as necessary to fulfil their function;
- Keep aware of the PIC's intentions and monitor the conduct of the flight at all times;
- When acting as Pilot Monitoring, immediately advise the PIC of any apparent deviations from the desired flight path, any non-compliance with Standard Operating Procedures, or if a potentially hazardous situation is developing.

#### b) Safety Responsibilities and Accountabilities

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

#### c) Specific Responsibilities:

- The Co-Pilot is directly responsible to the PIC for assisting in the safe and efficient conduct of the flight, and will carry out all duties assigned by the PIC in accordance with Flight Deck Management and approved procedures;
- When acting as pilot-in-command, the Co-Pilot will, in an emergency situation that requires immediate decision and action, take any action considered necessary under the circumstances, and may deviate from rules, operational procedures and methods in the interest of flight safety;
- The Co-Pilot is second in command to the PIC;

- Reports safety 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 1,500 hours;
- 500 hours 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.**