

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: Data Engineer
Reports to: Manager, Business Intelligence & Data Engineering
Department: IT
Location: Kigali, Rwanda (Head Office)

Job Purpose

The Data Engineer is responsible for building and maintaining the data pipelines, platforms and models that power the airline's business intelligence and analytics. Working within the Business Intelligence & Data Engineering section, the role designs and operates the flow of data from source systems — commercial, cargo, operations, finance and others — into the data warehouse or data lake, ensuring data is accurate, timely, well-structured, secure and readily available for reporting, dashboards and advanced analytics.

The Data Engineer enables data-driven decision-making that supports revenue, efficiency, customer experience and operational performance across a 24/7 global operation.

1. Key Duties and Responsibilities:

Data Pipelines and Integration

- Design, build and maintain reliable, scalable ETL / ELT pipelines to ingest data from airline source systems (e.g. PSS / reservations, DCS, revenue management, cargo, operations, MRO, ERP).
- Integrate data from databases, APIs, files and streaming sources into the central data platform.
- Automate, schedule and orchestrate data workflows, and monitor them for failures and performance.
- Handle both batch and, where required, near-real-time / streaming data ingestion.

Data Warehouse, Modelling and Platform

- Develop and maintain data models, schemas and structures (e.g. dimensional / star schemas) in the data warehouse or data lake.
- Build and optimize curated datasets and semantic layers that serve BI, reporting and data-science needs.
- Contribute to the design, scaling and cost-efficiency of the data platform (on-premises and/or cloud).
- Tune queries, storage and processing for performance and reliability.

Data Quality, Governance and Security

- Implement data validation, cleansing and reconciliation to ensure accuracy, completeness and consistency.
- Support data governance, cataloguing, lineage and documentation of datasets and definitions.

- Apply access controls, data protection and privacy requirements in line with security and regulatory obligations.
- Monitor data quality and proactively resolve issues with source-system and business owners.

BI and Analytics Enablement

- Provide clean, well-structured, documented datasets to BI analysts, data scientists and self-service users.
- Support the development of reports, dashboards and KPIs (e.g. in Power BI, Tableau or similar) by preparing and modelling the underlying data.
- Partner with analysts and business users to understand data requirements and deliver fit-for-purpose data products.
- Support machine-learning and advanced-analytics initiatives by engineering the required data features and pipelines.

Collaboration, Support and Improvement

- Work with software, database, infrastructure and security teams to deliver integrated, supportable solutions.
- Provide day-to-day support for data pipelines and platforms, including troubleshooting and timely resolution of issues.
- Document pipelines, data flows, models and processes, and follow engineering best practices (version control, testing, CI/CD).
- Continuously improve reliability, automation and efficiency, and reduce technical debt.
- Perform any other related duties assigned by the line Manager.

Qualifications and Experience

Essential

- Bachelor's degree in Computer Science, Information Technology, Data Engineering, Statistics or a related field.
- Minimum 3–5 years' experience in data engineering, ETL / data warehousing or a closely related field.
- Strong SQL skills and experience with relational databases and data warehouse concepts.
- Proficiency in a programming / scripting language for data work, such as Python (or Scala / Java).
- Hands-on experience building and maintaining data pipelines and ETL / ELT processes.

Desirable

- Experience with cloud data platforms (e.g. Azure, AWS or Google Cloud) and services such as data factory / warehouse / data lake.
- Experience with big-data and pipeline tools (e.g. Spark, Airflow, dbt, Kafka) and BI tools (e.g. Power BI, Tableau).
- Experience in aviation, travel, logistics or another data-intensive, 24/7 operational industry.
- Relevant certifications (e.g. cloud data engineering, database or analytics certifications).

Competencies and Skills



RwandAir

Fly the dream of Africa

- Strong analytical and problem-solving skills with high attention to detail and data accuracy.
- Ability to translate business and analytics requirements into robust data solutions.
- Good communication and collaboration skills across technical and business teams.
- Organized and delivery-focused, able to manage multiple pipelines and priorities.
- A quality- and automation-minded approach, with a commitment to continuous learning.
- Integrity and discretion in handling sensitive and confidential data.

2. 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 **October 20th, 2026**. Please apply via the link: <https://erecruitment.rwandair.com/>.