

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: IT Security Specialist
Reports to: Manager, IT Security and Governance
Department: IT
Location: Kigali, Rwanda (Head Office)

Job Purpose

The IT Security Specialist is responsible for supporting the airline's overall IT security and governance, including running and liaising with the IT Security Operations Centre (SOC), coordinating penetration and vulnerability testing, and supporting IT governance, audits, processes and procedures.

1. Key Duties and Responsibilities:

Identity and Access Management

- Set and implement user access controls and identity and access management systems.
- Administer multi-factor authentication (e.g. DUO) and privileged access controls.
- Review user access rights regularly and ensure timely removal of leavers' access.

Threat and Vulnerability Management

- Run regular vulnerability scans and coordinate patching with system owners.
- Organize penetration tests and track remediation through to closure.
- Manage and tune firewalls, IDS/IPS, antivirus/EDR and email filtering.

Security Operations and Incident Response

- Run and liaise with the IT Security Operations Centre (SOC) and monitor for suspicious activity.
- Lead the response to security incidents: containment, eradication, recovery and root-cause analysis.
- Maintain and test the incident response plan and playbooks.
- Prepare incident reports for management and regulators within the required timelines.

Governance, Risk and Compliance

- Develop, review and enforce IT security policies, standards and procedures.
- Perform regular audits to ensure security practices remain compliant.
- Carry out IT risk assessments for new systems, projects and third-party vendors.
- Keep the IT security risk register up to date.
- Support internal and external audits and close audit findings.

Business Continuity and Awareness

- Work with the IT data centre management team to establish and maintain a shared disaster recovery / business continuity plan.
- Work with HR and team leads to educate employees on identifying suspicious activity and to drive continuous user awareness of cyber security.

General

- Perform any other duties assigned by the line Manager.

Minimum Qualifications and Experience

- Bachelor's degree in Computer Science, Information Technology, Systems Engineering or a related field.
- At least 2 years' experience in incident detection, incident response, forensics or another security-related field.
- A recognized cyber security certification is an advantage.

Desired Competencies and Skills

- Strong management and communication skills, with the ability to coordinate effectively across teams and present key findings to management.
- Ability to design and implement security measures and controls, weighing the consequences of actions and decisions.
- Ability to perform penetration and vulnerability testing.
- Experience with firewall functionality and maintenance.
- Experience administering Linux, Windows and UNIX-based systems.
- Knowledge of protective software, including antivirus, anti-malware and EDR solutions.
- Knowledge of scripting and programming languages such as Python, C++, Java, PHP, Ruby, Node.js and PowerShell is an advantage.
- Strong analytical, critical-thinking, problem-solving and troubleshooting skills, with attention to detail.
- Ability to work under pressure in a fast-paced environment.
- Interpersonal skills to work cross-functionally and support staff in adopting security measures.
- A commitment to continuous learning in order to stay a step ahead of attackers.
- Strong ethics, integrity and a sound moral compass.

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/>.