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: **Licenced Aircraft Engineer (LAE) B2 (Avionics)**
Reports to: **Shift Supervisor - Line Maintenance**
Department: **Technical**
Location: **Kigali International Airport**

Job Purpose

Responsible to carry out direct aircraft Maintenance activities to directly support operations, maintenance checks, defect rectification and other duties within his authority as a Licensed Aircraft Engineer. To provide specialized knowledge, skills and expertise as required ensuring safe, effective and efficient operation. Will also work as a riding engineer when rostered.

Ensures the highest standard of Support, Service and Technical Dispatch Reliability are provided to the RwandAir Operation and RwandAir Customers when required.

1. Key Duties and Responsibilities:

a) Operational

- Exercising her/his license/approval in relation to the accomplishment of scheduled, unscheduled maintenance and rectification of defects, to ensure maintenance is accomplished to the required standards with minimum impact on operations.
- Recording and issue of Certificates of Release to Service for the work accomplished in accordance with the current approved procedures and legislation. Responsible for raising and actioning non-routine cards during maintenance work.
- During operations and scheduled/unscheduled maintenance, supports aircraft troubleshooting within the scope of the authorization and performs defect deferrals and carry forwards as per the approved data and procedures
- Plan assigned activities in an effective and efficient manner, operate equipment or use tooling relative to assigned tasks within framework of RwandAir procedures. Review the work and resources required and allocated to ensure expedient accomplishment of assigned tasks. Define priorities to the staff allocated to him to ensure that efficient use of resources are channeled to an on time and safe flight departure
- Ensure arriving aircraft are met by himself or Licensed Mechanics and crews are suitably debriefed to ensure defects are accurately defined and recorded
- Ensure staff under his immediate control adhere to published technical and safety requirements defined in published manuals and other publications. When supervising the work of others, ensure that acceptable standards of workmanship and quality are maintained and the correct tools are employed to accomplish the task
- Responsible for the final release of work accomplished by the Mechanics/ Technicians
- Ensure documentation and its certification is completed in a timely manner and to the defined procedures to meet Company or customer requirements as applicable

- Ensure that replacement parts and components are of an approved type, correctly certified and released and are physically inspected prior to installation on aircraft or component. Ensure that removed components are correctly handled, labelled and blanked. Responsible to raise pick list for procuring part for replacement on the aircraft
- Ensure parts held under HOLD status are actioned as defined in the approved Procedures (Component Hold Procedure) and ensure prompt resolution and return to inventory.
- Ensure post part replacement, part transactions are accomplished and recorded in the MRO Software systems.
- Advise the Aircraft Maintenance Shift Supervisor of any impending service disruptions, problems or areas of concern that may have an impact on operations. Keep the Aircraft Maintenance Shift Supervisor informed of all work performed by him during his duty period
- Report and compile technical Delay reports in a timely manner, raise occurrence reports, report significant defects, discrepancies, incidents, accidents and events as required by the approved procedures or Customer procedures as applicable.
- Ensure her/his aircraft license and authorization are renewed prior expiry and is valid before carrying out maintenance on aircraft
- When assigned, support flying duties / riding engineer duties
- Responsible for housekeeping of the work area, facilities, ground vehicles, tools and quipments
- Review of work procedures and standards to propose improvements where procedures are not appropriate to ensure work processes are effective
- Provide satisfactory support to internal and external customers. Implement solutions to Technical problems within his range of his authority.
- Ensure aircraft or components serviceability standards are maintained to meet schedule requirements
- Perform other duties assigned or act in a capacity as directed by Line Manager or Director of Technical Services

b) Management & Leadership

- Regularly evaluate the department or teams objectives, plans, procedures and practices, and makes appropriate changes if needed.
- Oversee and supervise employees. Direct daily activities, train, develop and discipline to ensure a high standard of service delivery.
- To be committed and contribute to the National talent development, by coaching the national developees, preparing them for a career with boundless potential.

c) Personal Development

- Take responsibility for own ongoing personal development and growth of expertise.
- Keep abreast with any market trends and developments
- Assist in the response to any emergency or a major operational disruption affecting RwandAir or its subsidiaries.
- Train Rwanda staff in various duties as per business requirements.

d) Data Protection

- Ensure that in performance of the role, all uses, disclosures and requests of any information (in any form) are done in accordance with data protection principles adopted by the RwandAir Group and are limited to what is reasonably required to accomplish the intended

business purposes of the use, disclosure or request.

- Comply with all relevant company policies and procedures regarding the use, processing, disclosure and security of any information (in any form) and ensure that all staff under my direct supervision are aware of and comply.
- Consult the Group's Data Protection Officer/ Legal team in matters related to data protection and privacy as appropriate.
- Ensure the confidentiality, security and protection of all information handled in the course of duties is maintained at all times from unauthorised access, use, disclosure, disruption, deletion/destruction, corruption, modification, inspection or recording.

e) Safety

- Responsible to ensure that employees at all levels understand work health and safety requirements and expectations through provision of relevant RwandAir Group information, instruction and supervision.
- Ensure compliance to all relevant safety, security, quality and environmental management policies, procedures and controls across the operation to assure employee safety, security, legislative compliance and delivery of high quality service with a responsible environmental attitude.
- Take a direct and personal interest in reported injuries, incidents, near misses and hazards to ensure that appropriate reporting, investigation and response is being achieved.

Environmental Competencies

Apply:

- Contribute towards RwandAir Environmental Objectives and targets and the implementation and maintenance of the Environmental Management System.
- Apply environmental knowledge and principles in your role, and incorporate this into business processes and decision making, to drive efficiencies and reduce environmental and operational risks.

2. About You – Minimum Standard Qualifications & Experience;

Essential

- Diploma in Aircraft Maintenance or Trade or vocational aircraft maintenance qualification or Degree (B.Eng., BSc) or equivalent in aircraft engineering + holds a valid ICAO/RCAA/EASA-accepted B2 Aircraft Maintenance Engineer license (or a license acceptable for conversion/validation by the Rwanda Civil Aviation Authority (RCAA)), with the required RwandAir main fleet aircraft type rating and company authorization, plus 5 years maintenance experience in the B2 avionics scope of expertise.
- Minimum of 1 year job related aircraft certifying experience
- Have a Level 3 training on the aircraft type operated or to be operated by RwandAir
- Qualifies for issue of Authorization under the prevailing RwandAir Maintenance Organization approval requirements

3. Job Specific Skills

Essential

- Determining the kind of tools and equipment needed to do a job.
- Conversant with Aircraft Maintenance documentation
- Controlling operations of equipment or systems.

- Understanding written sentences and paragraphs in work related documents.
- Managerial skills - Ability to delegate work, set clear direction and manage workflow. Strong mentoring and coaching skills. Ability to train and develop subordinate's skills. Ability to foster teamwork among team members.

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 **November 30th , 2026**. Please apply via the link: https://erecruitment.rwandair.com/.