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: **Development Engineer (Avionics)**
Reports to: **Manager Engineering**
Department: **Technical**
Location: **Kigali International Airport**

Job Purpose

To improve the overall aircraft technical performance, continued airworthiness, product costs and process enhacements through direct development activities related to Aircraft and Engines maintenance, Aircraft maintenance Programme evolution, Aircraft configuration management, Airworthiness compliance, Special operations configuration and reliability management.

During a phase of transformation and growth, provide specialized support for continued airworthiness processes and procedures, using modern and approved tools. The eventual outcome is a compliance and economical product that supports RwandAir.

1. Key Duties and Responsibilities:

a) Operational

Engineering Development

- Evaluate Technical Documentation (AD/SB/SIL/OIT/AOT/TFU/SL etc) issued by Airworthiness Authorities, aircraft manufacturers or vendors and take necessary actions in a timely manner. Develop Engineering Orders and Engineering Task Cards
- Review engineering data/ documents and drawings for accuracy before embodiment/ recommending to Maintenance
- Evaluate, analyze and find solutions to problems related to components and systems that exceed alert levels in Reliability reports. Issue necessary Technical Literature and coordinate with various in-house departments, vendors and manufacturers accordingly
- Review OEM published documents, provide business cases for approval and thereafter initiate modifications to improve performance and reliability and reduce costs of maintenance and overhaul without compromising Airworthiness Standards
- Initiate campaign inspection and modifications, as applicable, and coordinate with all concerned to ensure their timely accomplishment
- Assist Maintenance in resolution of repeated/ recurrent/ deferred defects and other Technical issues eg AOG, Support, Clarification on technical data etc
- Investigate occurrence reports assigned and recommend corrective and preventative actions
- Supports in troubleshooting and obtain solutions for resolution of complex and/or unusual aircraft technical problems and provide troubleshooting recommendations
- Communicates with manufacturer's, vendors and internal Departments/Sections on Technical and project issues
- Prepare product specifications and assist commercial Department in preparing request for

information, request for proposals and purchase agreement documents for selection of new components and/or systems
- Prepare modification, repairs, design deviations, salvage schemes of materials and equipment specifications

Engine and APU
- Perform engine trend monitoring, oil consumption monitoring and provide recommendations.
- Coordinate and compile engine and APU plan to ensure fleet availability. Condiates with all engines and APU vendors and service providers to ensure timely repair/overhaul of RwandAir Engines.
- Review and provide feedback regarding engine maintenance and support contracts such as TCA, PBH
- Compile and update engine shop visit workscopes and review of final engine shop work for cost effectiveness
- Supports in troubleshooting and obtain solutions for resolution of complex and/or unusual aircraft /engine/ APU technical problems and provide troubleshooting recommendations
- Investigate occurrence reports assigned and recommend corrective and preventative actions
- Communicates with manufacturer's, vendors and internal Departments/Sections on Technical and project issues
- Evaluate Technical Documentation (AD/SB/SIL/OIT/AOT/TFU/SL etc) issued by Airworthiness Authorities, aircraft manufacturers or vendors and take necessary actions in a timely manner. Develop Engineering Orders and Engineering Task Cards
- Where required, compiles and provides task cards for engine/APU receipt inspection, build-up, removal/installation and dispatch inspections.
- Review engineering data/ documents and drawings for accuracy before embodiment/ recommending to Maintenance
- Maintains an updated engine/APU plan to ensure fleet availability at minimum costs. Recommends for engine/APU loans to support the fleet and compiles the Fleet engine removal plans
- Prepares engine/APU shop visits to meet Lease Return conditions

Aircraft Maintenance Program, Configuration and reliability
- Recommend amendments to Aircraft Maintenance Program under Airworthiness authority guidelines
- Develop, monitor, adjust and ensure timely execution of plans for Aircraft Maintenance Program (AMP) development, implementation and evolution activities. Ensure accuracy of AMP contents by applying effective and cost-effieicent cross check measures
- Ensure that the AMP is accurately implemented in IT system and is updated in a timely manner for revisions, aircraft inductions and lease returns
- Support AMP optimizations and effectiveness review
- Develop, monitor, adjust and ensure timely execution of plans for aircraft component configuration activities related to Aircraft induction, complex assembly, transactions and related functions
- Updates and maintains the aircraft configuration in the system including parts and software.

Supports in updating parts interchangeability/intermixability in the IT system for respective aircraft

- Ensure correct aircraft configuration set-up. Conduct periodic review of risk assessment analysis and update as required, of the process linked with component configuration and life control
- Ensure management of NLA structure for engine, APU and landing gears and fulfil requirements of full back-to-birth traceability documents
- Define and implement process and procedures for definition and update of new Part Numbers in IT system and the creation of an effective and accurate aircraft, engines and landing gear mask
- Define and implement processes and procedures for an accurate and updated aircraft software configuration file within the system
- Compile reliability data, evaluate, prepare alerts and recommend required course of action.

b) Management & Leadership

- Establish the department or teams objectives and priorities to align with and support business objectives.
- Oversee and supervise employees. Direct daily activities for employees assigned
- Train and develop other employees, to ensure succession planning is in place.
- To be committed and contribute to the National talent development, by coaching the national developees, preparing them for a career with boundless potential. Leading to the program's continued growth and success.

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 Rwandair 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 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 induction, information, instruction, training 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.
- Ensure that all managers and supervisors understand work health and safety requirements and expectations to the extent that they can pass on relevant information, identify training needs and provide appropriate supervision in their workplace.
- 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

- Bachelor's Degree in Aeronautical Engineering, Aviation Maintenance, Engineering (Mechanical, Electrical, Electronics, Industrial, Mechantronics) or related technical discipline.
- Minimum 4 years' proven experience in aviation technical services, engineering delopment, Powerplant engineering or AMP/Reliability.
- Solid understanding of aircraft airworthiness documentation, configuration control, and regulatory compliance (EASA/ICAO/RCAA).

Preferred

- Experience working with aircraft maintenance and engineering systems (e.g., AMOS, TRAX).
- Involvement in aircraft lease transitions, audits, and maintenance program control..
- Aircraft type course preferably an aircraft type operated by RwandAir

3. Job Specific Skills

Essential

- Knowledge of airworthiness records, document control processes, and configuration management.
- Familiarity with OEM and regulatory documentation systems.
- Strong analytical, organizational, and communication skills.
- Ability to manage large datasets and ensure data integrity.
- Fluent in English (French or Kinyarwanda an advantage)

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