

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: Database Engineer
Reports to: Manager Software Services
Department: IT
Location: Kigali, Rwanda (Head Office)

Job Purpose

The Database Engineer is responsible for keeping RwandAir databases available, secure, well performing and recoverable. These databases support our revenue management, engineering and maintenance (TRAX), flight and crew operations (AIMS and WBHUB), baggage reconciliation, quality and safety, finance, and the applications developed in house by Software Services.

Most of our databases run on Oracle, and we are moving them to Oracle Linux KVM on Oracle servers. The jobholder will take an active part in this migration, look after the new environment once it is live, and make sure we stay within our Oracle licences. We also run SQL Server and some open source databases, which the jobholder will support.

1. Key Duties and Responsibilities:

Database administration

- Install, configure, patch and upgrade Oracle databases and the other database platforms in use. Oracle patches should be applied every quarter, after testing in non-production.
- Manage Oracle container and pluggable databases (CDB/PDB), including creating, cloning and refreshing PDBs for test and development.
- Monitor performance, space and growth on a daily basis. Investigate slow queries using AWR and execution plans and work with the developers or vendor to fix them.
- Set up and maintain Data Guard standby databases for critical systems and carry out switchover tests.
- Carry out database migrations and upgrades with the least possible downtime, using Data Pump, RMAN or other suitable methods.
- Write scripts (shell, SQL, Python) to automate daily checks, refreshes and other repetitive tasks.

Backup, restore and disaster recovery

- Maintain backup schedules for all production databases in line with the agreed recovery point and recovery time for each system.
- Check backups every day and follow up any failed or missing backup the same day.
- Do a test restore of each critical database at least once a month, and of other databases once a quarter. Record the time taken and any problems found.
- Take part in the disaster recovery tests planned by IT, at least twice a year for flight critical systems.

- Make sure backup copies are encrypted, kept off site and cannot be changed or deleted by unauthorized users.

Oracle licensing and capacity

- Keep an up to date register of all database servers, versions, editions and options in use.
- Check before every new installation or change that it will not create an Oracle license exposure, for example enabling an option or pack that we have not bought, or running Oracle on hosts that are not properly partitioned.
- Prepare a yearly capacity plan for database storage, servers and licenses to support the IT budget.

Data interfaces and reporting

- Support the loading and processing of revenue and sales files such as BSP and ARC settlement files, Amadeus HOT and RET files, ATPCO and bank files, and help resolve any load or reconciliation issue.
- Write and maintain SQL and PL/SQL for interfaces, reports and data checks.
- Support the reporting databases and tools used by the business, including Business Objects, and look after user access to them.

Security and user management

- Create, change and remove database users on approved requests only, giving each user or application only the rights it needs.
- Apply password profiles, change application and service account passwords as required by the IT security policy, and lock accounts that are no longer used.
- Keep database passwords in the approved password vault and never in scripts, emails or shared files.
- Enable auditing on sensitive databases and mask personal and payment data when copying production data to test.
- Support PCI DSS, the Rwanda data protection law and internal and external audits by providing the evidence requested.

General

- Be part of the IT on-call roster and respond to database incidents outside working hours when required.
- Raise and follow change requests for all changes on production, with a tested rollback plan.
- Work with the software engineers on database design, review their scripts before deployment to production, and support releases.
- Work with system vendors and support partners on incidents, upgrades and root cause analysis.
- Keep procedures, diagrams and recovery documents up to date, and train other team members so that one person does not hold knowledge.
- Perform any other duties related to the role as assigned by the supervisor.

3. MINIMUM REQUIREMENTS

Education

- Bachelor is degree in Computer Science, Information Technology, Software Engineering or a related field.

Experience

- At least four (4) years of working experience as a DBA or Database Engineer in a production environment, mainly on Oracle.
- Hands-on experience with Oracle 19c, RMAN, Data Guard and Data Pump.
- Experience with backup and restore planning and with running restore or DR tests.
- Experience working in an organization that runs 24/7.

Professional certification

- Oracle Certified Professional (OCP) or a similar database certification is an added advantage. A candidate without one will be expected to obtain it within the first year.

4. TECHNICAL KNOWLEDGE

Area	Required knowledge
Oracle Database	Administration of Oracle 19c and later, multitenant architecture, RMAN, Data Guard, Data Pump, AWR and SQL tuning, SQL and PL/SQL.
Other databases	Working knowledge of Microsoft SQL Server. Knowledge of PostgreSQL or MySQL is an advantage.
Operating systems and virtualization	Oracle Linux / Red Hat and Windows Server. Oracle Linux KVM, VMware and SAN storage basics.
Oracle licensing	Understanding of processor and named user licensing, editions, options and packs, and hard partitioning rules.
Security	Database encryption (TDE), auditing, user and role management, password policies and patching.
Scripting and tools	Shell scripting, SQL*Plus, SQL Developer, Oracle Enterprise Manager or another monitoring tool. Python or Ansible is an advantage.
Cloud	Basic understanding of cloud database services (OCI, Azure or AWS).

5. DESIRABLE

- Previous experience in an airline, bank or telecom company.
- Knowledge of airline systems and data such as reservations, departure control, crew, maintenance and revenue accounting.
- Experience moving Oracle databases from VMware or other hardware to Oracle Linux KVM or Oracle Cloud.
- Knowledge of ITIL, ISO 27001 or PCI DSS.

6. SKILLS TO DEVELOP (NEXT FIVE YEARS)

The jobholder will be expected to build the following skills over the next five years, with support from the company through training and certification:

- Oracle 23ai and later versions, including upgrade planning from 19c.
- Cloud and hybrid databases (Oracle Cloud Infrastructure or Azure), including backup and DR to the cloud.
- Automation of patching, provisioning and health checks using Ansible or similar tools, and database changes deployed through CI/CD.
- Preparing and managing data for reporting, analytics and AI use cases, including new database features such as vector search.
- Stronger security controls to meet changes in PCI DSS, data protection law and aviation cyber security requirements.

7. KEY COMPETENCIES

- Careful and well organized, with good attention to detail.
- Able to work under pressure and stay calm during system outages.
- Good communication in English, both written and spoken. Knowledge of French or Kinyarwanda is an advantage.
- Able to explain technical issues to managers and auditors in simple terms.
- Team player, willing to share knowledge and support colleagues.
- High level of integrity and confidentiality.

8. WORKING CONDITIONS

Normal office hours, with on-call duty on a rotation basis. Planned maintenance is usually done at night or over the weekend to avoid disturbing flight operations.

9. 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;



RwandAir
Fly the dream of Africa

- Three referees

The deadline for submitting application documents (**Only PDF Format**) is **October 20th, 2026**. Please apply via the link: <https://erecruitment.rwandair.com/>.