



## JOB ADVERTISEMENT

The management of **Energy Utility Corporation Limited (EUCL)** informs the public that it is recruiting competent, qualified and experienced staff to fill the following positions:

S/N	POSITION	NUMBER REQUIRED	KEY ROLES & REQUIREMENTS
1	<b>Enterprise Applications Manager</b>	01	<p><b><u>Job summary</u></b></p> <p>Responsible for leading and developing the strategy, implementation, and ongoing support of business-critical software systems that underpin company corporate systems, and customer service.</p> <p>This role balances strategic vision with hands-on technical leadership to ensure applications like ERP, CMS, CRM, etc and analytics platforms deliver maximum uptime, security, and alignment with organisation business strategies, goals and regulatory mandates.</p> <p><b><u>Key responsibilities</u></b></p> <ul style="list-style-type: none"> <li>• Develop and maintain a multi-year roadmap for enterprise applications including ERP, Customer Information Systems, Vending platforms, Workforce Management, and BI platforms.</li> <li>• Oversee the full application lifecycle: requirements gathering, design, configuration, integration, testing, deployment, and support.</li> <li>• Manage vendor relationships, integration with other external systems, system licensing, service-level agreements, and third-party consultants to ensure cost-effective delivery and compliance.</li> <li>• Lead, mentor, and evaluate a team of application specialists, fostering collaboration with IT/OT, network, cybersecurity, data analytics, and business stakeholders.</li> <li>• Ensure application availability and performance by defining capacity plans, conducting health checks, tuning configurations, and orchestrating backups and disaster recovery drills.</li> </ul>

			<p><b><u>Required Education Background &amp; Experience:</u></b></p> <ul style="list-style-type: none"> <li>• Master's degree in computer science, Software Engineering, Data sciences, Information Systems Management with at least 3years of experience in enterprise systems.</li> </ul> <p><b>OR</b></p> <ul style="list-style-type: none"> <li>• Bachelor's degree in computer science, Software Engineering, Data sciences, Information Systems Management with at least 4 years of experience in enterprise systems.</li> </ul> <p><b>Having below skills will be an added value:</b></p> <ul style="list-style-type: none"> <li>• Expertise in ERP, CIS Utilities Applications, or equivalent platforms.</li> <li>• Hands-on experience with customer management solutions, preferably in utility companies.</li> <li>• Demonstrated success leading major application rollouts, upgrades, and large-scale integrations.</li> <li>• Strong understanding of relational and spatial data models, middleware, API management, and service buses.</li> <li>• Strategic thinker with exceptional project and portfolio management capabilities.</li> <li>• Excellent negotiation skills for vendor contracts, software licensing, and support agreements.</li> <li>• Proficiency in application integration techniques using REST/SOAP APIs, message queues, and enterprise service buses.</li> <li>• Analytical mindset able to convert complex business processes into scalable technical solutions.</li> <li>• Outstanding communication and stakeholder-management skills across technical and non-technical audiences.</li> </ul>
2	Database Administrator	01	<p><b><u>Job summary</u></b></p> <p>Ensures the availability, performance, security, and integrity of all enterprise and operational databases that underpin electricity-utility systems, ranging from SCADA historical archives, CMS, ERP and analytics platforms.</p> <p><b><u>Key responsibilities:</u></b></p> <ul style="list-style-type: none"> <li>• Install, configure, upgrade, and patch database management systems (Oracle, SQL Server, MariaDB, Mongo, Etc).</li> </ul>

			<ul style="list-style-type: none"> <li>• Design and maintain high-availability and disaster-recovery solutions (Oracle RAC, Data Guard, SQL Always On, replication).</li> <li>• Monitor database performance and tune SQL queries, indexes, and schemas for optimal throughput.</li> <li>• Plan and execute backup and restore procedures; validate recovery plans through regular drills.</li> <li>• Enforce database security policies, manage user roles, privileges, and audit logging in compliance with NERC CIP and ISO 27001.</li> <li>• Automate routine maintenance tasks and deployments via scripting (Shell, PowerShell, Python) and infrastructure as code.</li> <li>• Collaborate with IT/OT, network, and application teams to integrate database services and troubleshoot cross-domain issues.</li> </ul> <p><b>Required Education Background &amp; Experience:</b></p> <ul style="list-style-type: none"> <li>• Master's or Bachelor' degree in computer science, Software Engineering, Data sciences, Information Systems Management,</li> <li>• Having at least 2 years of hands-on DBA experience in enterprise environments; at least 1 years supporting critical databases.</li> </ul> <p><b>Having below skills will be an added value:</b></p> <ul style="list-style-type: none"> <li>• Skills with at least one major RDBMS platform (Oracle OCP, Microsoft MCSA/MCSE for SQL Server, MariaDB or PostgreSQL). Experience implementing and managing database clustering, replication, and backup/recovery</li> <li>• Experience implementing and managing database clustering, replication, and backup/recovery tools.</li> <li>• Familiarity with Linux and Windows server administration, storage arrays, and SAN/NAS concepts.</li> <li>• Knowledge of NERC CIP requirements and industry best practices for database security and compliance.</li> <li>• Strong analytical and troubleshooting skills for performance bottlenecks, data corruption, and incident response.</li> <li>• Proficiency in SQL query optimization, index design, and schema modelling.</li> <li>• Scripting skills to automate deployments, monitoring, and reporting.</li> <li>• Excellent communication to translate technical details for IT, operations, and executive teams.</li> <li>• Detail-oriented approach to documentation, audit preparation, and change management.</li> </ul>
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3	IT Security Engineer	01	<p><b><u>Job summary</u></b></p> <p>Responsible for ensuring the confidentiality, integrity, and availability of the electricity utility's IT and OT systems by designing, implementing, and maintaining robust security controls, monitoring threats, and leading incident response efforts across enterprise and industrial environments.</p> <p><b><u>Key responsibilities:</u></b></p> <ul style="list-style-type: none"> <li>• Design, install, and configure secure network architectures, including firewalls, IDS/IPS, and VPNs.</li> <li>• Conduct regular security assessments, vulnerability scans, and penetration tests; remediate identified weaknesses to harden systems and applications<sup>1</sup>.</li> <li>• Develop and enforce security policies, procedures, and standards aligned with ISO 27001, NERC CIP, and local regulations.</li> <li>• Monitor SIEM platforms to analyse alerts, investigate anomalies, and coordinate incident response activities.</li> <li>• Collaborate with SCADA/OT teams to implement network segmentation, secure remote access, and ICS-specific hardening measures.</li> <li>• Manage identity and access management (IAM), multi-factor authentication (MFA), and privilege access management (PAM) solutions.</li> <li>• Deliver security awareness training and advisories for staff, contractors, and vendors.</li> <li>• Maintain comprehensive documentation of security architectures, configurations, and post-incident reports.</li> </ul> <p><b><u>Required Education Background &amp; Experience:</u></b></p> <ul style="list-style-type: none"> <li>• Master's or Bachelor's degree in computer science, network/computer engineering, networking, communication systems, &amp; IT security and at least 2 years of hands-on IT security experience, preferably within critical-infrastructure or utility environments.</li> <li>• Practical expertise with firewalls (e.g., Fortinet, Sophos, etc.), IDS/IPS, SIEM and endpoint protection platforms.</li> </ul>



			<ul style="list-style-type: none"> <li>• Previous experience with one or more of the following firewalls: Checkpoint, CISCO, UTM, Juniper and</li> <li>• Solid understanding of networking fundamentals (TCP/IP, routing, switching) and cloud security (Azure/AWS).</li> </ul>
4	System Administrator	01	<p><b><u>Job summary</u></b></p> <p>Perform daily system monitoring, verifying the integrity and availability of operating systems, server resources, systems, and key processes, reviewing system and application logs, and verifying completion of scheduled jobs.</p> <p><b><u>Key responsibilities:</u></b></p> <ul style="list-style-type: none"> <li>• Install, configure, and maintain Windows Server and Linux systems, virtualization platforms (VMware, Hyper-V), and container environments.</li> <li>• Administer Active Directory, group policies, DNS, and directory services for user and device management.</li> <li>• Oversee Office 365, email systems, collaboration tools, and file storage solutions.</li> <li>• Implement patch management, vulnerability scanning, and endpoint protection in line with industry best practices and utility-grade security standards.</li> <li>• Monitor system health, performance metrics, and capacity; proactively address bottlenecks and plan hardware upgrades.</li> <li>• Design and test backup, disaster recovery, and business continuity plans; conduct regular restore drills.</li> <li>• Provide second-level support for helpdesk tickets, troubleshoot complex issues, and mentor junior technicians.</li> </ul> <p><b><u>Required Education Background &amp; Experience:</u></b></p> <ul style="list-style-type: none"> <li>• Master's or Bachelor's degree in computer science, network/computer engineering, networking, communication systems &amp; information systems management and at least 2 years of hands-on IT systems administration experience, preferably within critical-infrastructure or utility environments.</li> <li>• Expertise with Windows Server (2012/2016/2019/2022), Linux distributions (Red Hat, Ubuntu), and virtualization technologies.</li> <li>• Strong networking foundation,</li> <li>• Familiarity with IT systems architectures,</li> </ul>

			<ul style="list-style-type: none"> <li>• Relevant certifications such as MCSA/MCSE, RHCE, and ITIL Foundation would be added value.</li> <li>• Excellent analytical and troubleshooting capabilities for multi-layered system issues.</li> <li>• Proficiency in scripting and automation (PowerShell, Bash, etc) to streamline deployments and maintenance.</li> <li>• Clear communication skills to interface with engineering, operations, and leadership teams.</li> <li>• Detail-oriented mindset with strong documentation and change-management practices.</li> <li>• Ability to prioritize tasks, manage time under pressure, and adapt to 24x7 operational demands.</li> <li>• Customer-service orientation and a collaborative approach to cross-functional problem solving.</li> </ul>
5	<b>Network Administrator</b>		<p><b><u>Job summary</u></b></p> <p>Responsible for designing, developing and maintaining the company Wide Area Network and keep the network operating with appropriate speed</p> <p><b><u>Key responsibilities</u></b></p> <p><b>Network Development</b></p> <ul style="list-style-type: none"> <li>• Responsible for Active devices configuration (routers, switches, firewall, ISE, etc.)</li> <li>• Installs and manages virtual Local Area Networks</li> <li>• Responsible for company's wireless installation, configuration and management</li> </ul> <p><b><u>Innovation</u></b></p> <ul style="list-style-type: none"> <li>• Propose new technologies to enhance the network performance</li> <li>• Provides and coordinates network extensions and improvement</li> </ul> <p><b><u>Required Education Background &amp; Experience</u></b></p> <ul style="list-style-type: none"> <li>• Master's' Degree (A0) or Bachelor's degree in computer science, Computer Engineering, networking and communication systems or Cyber Security.</li> <li>• At least 2 years of experience in IT related role,</li> </ul>

			<ul style="list-style-type: none"> <li>• Professional certificates in Computer Networking is a plus.</li> </ul> <p><b><u>Additional skills</u></b></p> <ul style="list-style-type: none"> <li>• Analytical and investigative skills,</li> <li>• Communication and presentation skills,</li> <li>• High standards of professionalism and integrity,</li> <li>• Result and team oriented,</li> <li>• Ability to work under pressure,</li> <li>• Good interpersonal skills</li> </ul>
6	Estate Engineer	01	<p><b><u>Job summary</u></b></p> <p>Effective planning, coordination, and supervision of the organization's estate engineering functions, focusing on key areas such as planning and initiating new constructions, and rehabilitating or maintaining existing infrastructure (buildings and protection of power plants, transmission, and distribution lines).</p> <p><b><u>Key responsibilities</u></b></p> <ul style="list-style-type: none"> <li>• Coordinate and supervise a team of technicians involved in the construction, maintenance, and repair of EUCL/REG infrastructure and office furniture.</li> <li>• Manage the company's facilities on a daily basis to ensure they are properly maintained, functional, and secure.</li> <li>• Identify and inspect company infrastructure requiring rehabilitation, in collaboration with relevant departments, and prepare technical reports for submission to the appropriate authorities.</li> <li>• Provide professional and technical advice on matters related to the construction, rehabilitation, and maintenance of company structures.</li> <li>• Prepare bills of quantities (BoQs) and conduct cost analyses for building construction, rehabilitation, and maintenance projects.</li> </ul> <p><b><u>Required Education Background &amp; Experience</u></b></p> <ul style="list-style-type: none"> <li>• Bachelor's degree in civil engineering from a recognized University</li> <li>• Training Certificate (s) in the Civil Engineering industry is an added advantage.</li> <li>• At least 3 years' experience in civil engineering works, quantity survey, and related consultancy works.</li> </ul>



			<ul style="list-style-type: none"><li>• Be registered in the Institution of Engineers Rwanda is an added value.</li><li>• Proven experience in civil engineering works, preparing BoQs, and Project supervision.</li><li>• Proficiency in AutoCAD, MS Project, or other engineering Structural design.</li></ul>
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**Required Documents for application:**

1. An application letter;
2. A detailed updated Curriculum Vitae;
3. A photocopy of academic degree;
4. A photocopy of the Identity card;
5. Full addresses of three referees, including preferably one of previous supervisors.
6. Proof of Experience (Work Certificate (s))

**Submission of Applications**

Interested and qualified candidates should submit their soft copy applications documents **in one folder** addressed to Acting Managing Director of EUCL through [E Recruitment](#) portal not later than ..... at **05:00 P.M.** Hard copies are not accepted. Only shortlisted candidates shall be contacted. 05 DEC 2025

**Note:** "REG is an equal opportunity employer. As part of its Gender Mainstreaming policy and program, we seek to increase the number of women in all levels of the organization. Therefore, we strongly encourage women to apply. Special consideration will be given to qualified women applicants."

Done at Kigali, ...2.5.NOV.2025...

EUCL Management

