

B Job Advertisement

The management of Rwanda Energy Group Limited (**REG Ltd**) informs the public that it is recruiting competent, qualified and experienced staff to the following position:

Position	Number Required	Job requirement
Head of internal Audit	1	<p><u>Job Summary</u></p> <p>The Head of internal audit is responsible at supervising the functions of Internal Audit at subsidiary level.</p> <p>Key Responsibilities:</p> <p>1° to establish and update a risk based three (3) years and annual audit plan with input from management using a format prescribed by the Internal Audit Charter of the Government of Rwanda under the guidance of REG Chief Internal Auditor for approval of the Audit Committee.</p> <p>2° to coordinate internal auditing activities and plans with other assurance providers to minimize duplication of efforts and increase coverage.</p> <p>3° to communicate the three (3) years and annual audit plan to the office of the Chief Internal Auditor for review and the entity's Audit Committee for approval.</p> <p>4° to manage internal audit resources to achieve the approved plan.</p> <p>5° to manage audit functions to achieve assigned objectives.</p> <p>6° to communicate on time internal audit engagement reports to the management.</p> <p>7° to submit the consolidated internal audit reports to the Audit Committee and to the Chief Internal Auditor thirty (30) days after the end of each quarter.</p> <p>8° to conduct follow up tests and report to the Audit Committee, Chief Budget Manager and the Office of the Chief Internal Auditor on progress of implementation of internal audit and external audit recommendations thirty (30) days after the end of each quarter.</p> <p>9° to prepare an annual internal audit unit activity report indicating performance relative to key performance indicators to the Audit Committee, Chief Budget Manager, and the Office of the Chief Internal Auditor no later than 31st August using a format prescribed by the Chief Internal Auditor.</p>

	<p>10° to issue an annual opinion on the adequacy of internal controls.</p> <p>11° to discuss to the audit engagement, the core principles for the professional practice of internal audit, the definition of internal audit, the code of ethics, the standards and Audit Committee charter with senior management and the Executive Authority or the Executive Head.</p> <p>12° to serve as Secretary of the Audit Committee.</p> <p>Leadership & people management</p> <ol style="list-style-type: none"> 1 Lead the group's Audit team; supervise and manage staff performance and development in line with the organization's goals, objectives, policies and regulations. 2 Develop a departmental annual work plan and financial budget and monitor their implementation in line with the approved business strategy and plan 3. Collaborate with the HR function to design and implement capacity-building and mentorship programs for the Internal Audit function across REG. <p>Educational Requirements:</p> <ul style="list-style-type: none"> • Master's degree in Finance, Accounting or Economics, with at least 3 years of relevant experience: <p>OR</p> <ul style="list-style-type: none"> • Bachelor's degree in Finance, Accounting or Economics, with at least 5 years of relevant experience, including a minimum of 3 years in a supervisory role. • Professional certification such as ACCA, CPA, or CFA is mandatory. <p>Additional Skills:</p> <ul style="list-style-type: none"> • Advanced numerical skills – statistical analysis, financial modelling and analysis at a high level • IT – use of specialized software • Advanced people skills –having served in a large department. • Process management – ability to add value on existing businesses processes regarding financial, compliance and value for money procedures.
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		<ul style="list-style-type: none"> • Project management – ability to develop project plans, coordinate projects, completes projects on time. • Analytical skills
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Applications procedures

Interested and qualified candidates should apply online through the following link:
<https://recruitment.reg.rw>

Applications must be submitted **no later than 22 / 01 / 2026 at 05:00 PM.**
 Only shortlisted candidates will be contacted.

Note: "REG is an equal opportunity employer, committed to valuing all employees regardless of gender identity, nationality, ethnic origin, Religion or belief, disability, social background or age. REG upholds a zero-tolerance policy towards any form of unwanted behavior in the workplace, including sexual harassment, exploitation, abuse and corruption. This applies to all interactions involving our staff, representatives, and the communities we serve.

In line with our Gender Mainstreaming policy and program, we dedicated to increasing the representation of women at all levels within the organization. We Therefore strongly encourage qualified female candidates to apply and Special consideration will be given to them."

Done at Kigali, on **22 / 01 / 2026**



Armand ZINGIRO
 Chief Executive Officer