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N° 36/03 ryo kuwa 11/04/2014

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PRIME MINISTER'S ORDER N° 36/03 OF 11/04/2014 DETERMINING THE ORGANISATIONAL STRUCTURE AND SUMMARY OF JOB POSITIONS OF THE NATIONAL INDUSTRIAL RESEARCH AND DEVELOPMENT AGENCY (NIRDA)

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PRIME MINISTER'S ORDER N° 36/03 OF 11/04/2014 DETERMINING THE ORGANISATIONAL STRUCTURE AND SUMMARY OF JOB POSITIONS OF THE NATIONAL INDUSTRIAL RESEARCH AND DEVELOPMENT AGENCY (NIRDA)

ARRETE DU PREMIER MINISTRE N° 36/03 DU 11/04/2014 DETERMINANT LA STRUCTURE ORGANISATIONNELLE ET LA SYNTHESE DES EMPLOIS DE LA COMMISSION RWANDAISE DE REFORME DU DROIT(NIRDA)

Minisitiri w'Intebe;

The Prime Minister;

Le Premier Ministre ;

Ashingiye ku Itegeko Nshinga rya Repubulika y'u Rwanda ryo kuwa 04 Kamena 2003 nk'uko ryavuguruwe kugeza ubu, cyane cyane mu ngingo zaryo, iya 118, iya 120, iya 121 n'iya 201;

Pursuant to the Constitution of the Republic of Rwanda of 04 June 2003 as amended to date, especially in Articles 118, 120, 121 and 201;

Vu la Constitution de la République du Rwanda du 04 juin 2003 telle que révisée à ce jour, spécialement en ses articles 118, 120, 121 et 201;

Ashingiye ku Itegeko n° 51/2013 ryo kuwa 28/06/2013 rishyiraho Ikigo cy'Igihugu cy'Ubushakashatsi n'Iterambere mu byerekeye Inganda (NIRDA) rikanagena inshingano, imiterere n'imikorere byayo, cyane cyane mu ngingo yayo ya 12;

Pursuant to Law n° 51/2013 of 28/06/2013 establishing the National Industrial Research and Development Agency (NIRDA) and determining its mission, organization and functioning, especially in Article 12;

Vu la Loi n° 51/2013 du 28/06/2013 portant création de l'Agence Nationale de Recherche et de Développement Industriels (NIRDA) et déterminant sa mission, son organisation et son fonctionnement, spécialement en son article 12;

Bisabwe na Minisitiri w'Abakozi ba Leta n'Umurimo;

On proposal by the Minister of Public Service and Labour;

Sur proposition du Ministre de la Fonction Publique et du Travail;

Inama y'Abaminisitiri yateranye kuwa 24/02/2014 imaze kubisuzuma no kubyemeza;

After consideration and approval by the Cabinet, in its session of 24/02/2014;

Après examen et adoption par le Conseil des Ministres en sa séance du 24/02/2014 ;

ATEGETSE:

HEREBY ORDERS:

ARRETE :

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Ingingo ya mbere: Icyo iri teka rigamije

Iri teka rigena imbonerahamwe n'incamake y'imyanya y'imirimo by'Ikigo cy'Igihugu cy'Ubushakashatsi n'Iterambere mu byerekeye Inganda.

Ingingo ya 2: Imbonerahamwe n'incamake y'imyanya y'imirimo

Imbonerahamwe n'incamake y'imyanya y'imirimo by'Ikigo cy'Igihugu cy'Ubushakashatsi n'Iterambere mu byerekeye Inganda biri ku mugereka wa I n'uwa II y'iri teka.

Ingingo ya 3: Abashinzwe kubahiriza iri teka

Minisitiri w'Abakozi ba Leta n'Umurimo, Minisitiri w'Ubucuruzi n'Inganda na Minisitiri w'Imari n'Igenamigambi basabwe kubahiriza iri teka.

Ingingo ya 4: Ivanwaho ry'ingingo zinyuranyije n'iri teka

Ingingo z'amateka abanziriza iri kandi zinyuranyije na ryo zivanweho.

Ingingo ya 5: Igihe iteka ritangira gukurikizwa

Iri teka ritangira gukurikizwa ku muni

Article One: Purpose of this Order

This Order determines the organizational structure and the summary of job positions for the National Industrial Research and Development Agency.

Article 2: Organizational structure and summary of jobs positions

The organizational structure and the summary of job positions of the National Industrial Research and Development Agency are respectively in annexes I and II of this Order.

Article 3: Authorities responsible for the implementation of this Order

The Minister of Public Service and Labour, the Minister of Trade and Industry and the Minister of Finance and Economic Planning are entrusted with the implementation of this Order.

Article 4: Repealing provision

All prior provisions contrary to this Order are hereby repealed.

Article 5: Commencement

This Order shall come into force on the date of

Article premier: Objet du présent arrêté

Le présent arrêté détermine la structure organisationnelle et la synthèse des emplois de l'Agence Rwandaise de Recherche et de Développement Industriels.

Article 2: Structure organisationnelle et synthèse des emplois

La structure organisationnelle et la synthèse des emplois de l'Agence Rwandaise de Recherche et de Développement Industriels sont respectivement en annexes I et II du présent arrêté.

Article 3: Autorités chargées de l'exécution du présent arrêté

Le Ministre de la Fonction Publique et du Travail, le Ministre du Commerce et de l'Industrie et le Ministre des Finances et de la Planification Economique sont chargés de l'exécution du présent arrêté.

Article 4: Disposition abrogatoire

Toutes les dispositions antérieures contraires au présent arrêté sont abrogées.

Article 5: Entrée en vigueur

Le présent arrêté entre en vigueur le jour de sa

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ritangarijweho mu Igazeti ya Leta ya Repubulika y'u Rwanda.

its publication in the Official Gazette of the Republic of Rwanda.

publication au Journal Officiel de la République du Rwanda.

Kigali, kuwa **11/04/2014**

Kigali, on **11/04/2014**

Kigali, le **11/04/2014**

(sé)

Dr. HABUMUREMYI Pierre Damien
Minisitiri w'Intebe

(sé)

Dr. HABUMUREMYI Pierre Damien
Prime Minister

(sé)

Dr. HABUMUREMYI Pierre Damien
Premier Ministre

(sé)

MUREKEZI Anastase
Minisitiri w'Abakozi ba Leta n'Umurimo

(sé)

MUREKEZI Anastase
Minister of Public Service and Labour

(sé)

MUREKEZI Anastase
Ministre de la Fonction Publique et du Travail

Bibonywe kandi bishyizweho Ikirango cya Repubulika :

Seen and sealed with the Seal of the Republic:

Vu et scellé du Sceau de la République :

(sé)

BUSINGYE Johnston
Minisitiri w'Ubutabera /Intumwa Nkuru ya Leta

(sé)

BUSINGYE Johnston
Minister of Justice/Attorney General

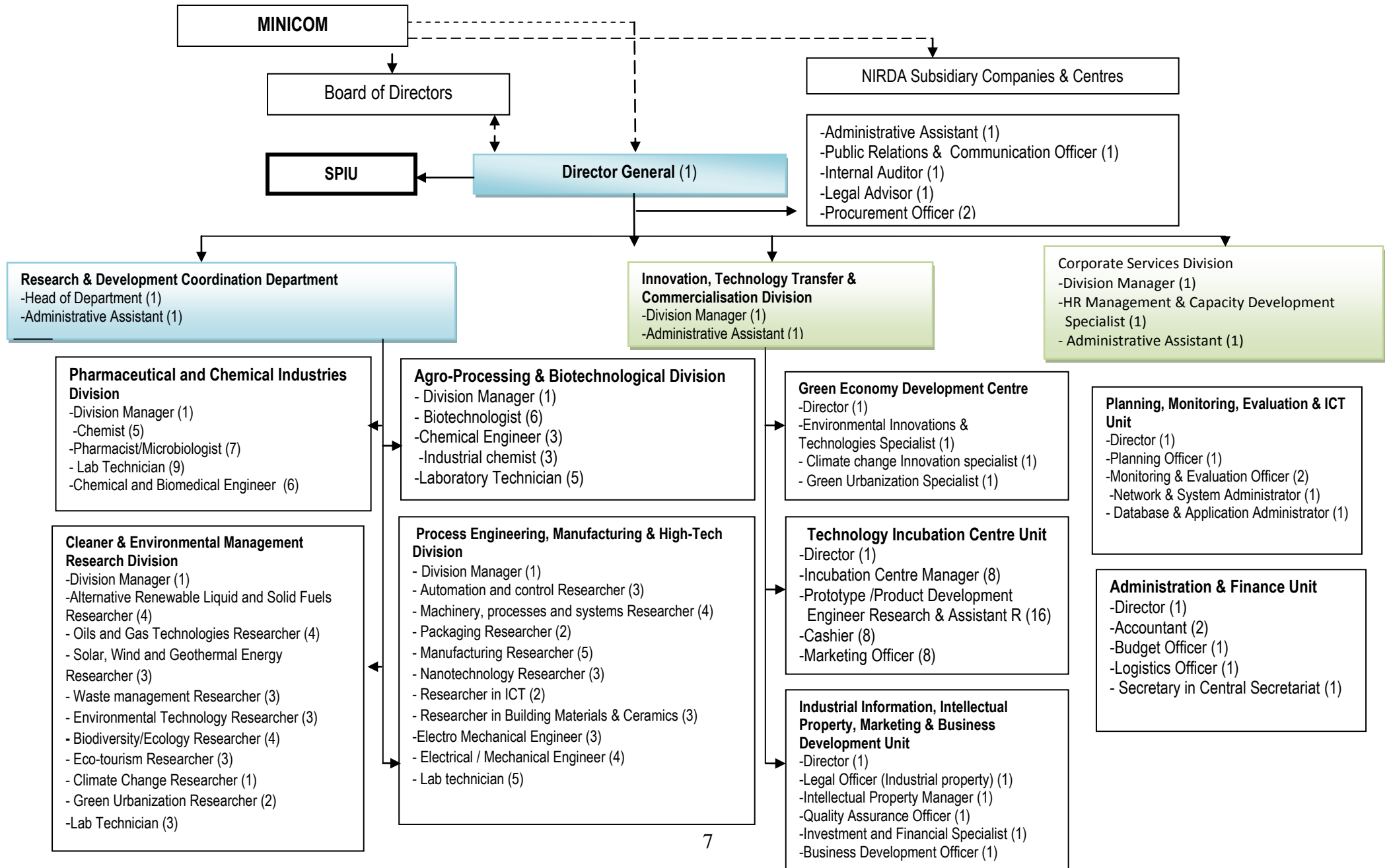
(sé)

BUSINGYE Johnston
Ministre de la Justice/Garde des Sceaux

**UMUGEREKA WA I W'ITEKA RYA
MINISITIRI W'INTEBE N° 36/03 RYO
KUWA 11/04/2014 RISHYIRAHO
IMBONERAHAMWE N'INCAMAKE
Y'IMYANYA Y'IMIRIMO BY' IKIGO
CY' IGIHUGU CY'UBUSHAKASHATSI
N'ITERAMBERE MU BYEREKEYE
INGANDA (NIRDA)**

**ANNEX I TO THE PRIME MINISTER'S
ORDER N°36/03 OF 11/04/2014
DETERMINING THE ORGANISATIONAL
STRUCTURE AND SUMMARY OF JOB
POSITIONS OF THE NATIONAL
INDUSTRIAL RESEARCH AND
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**ANNEXE I DE L'ARRETE DU PREMIER
MINISTRE N° 36/03 DU 11/04/2014
DETERMINANT LA STRUCTURE ET LA
SYNTHESE DES EMPLOIS DE
L'AGENCE NATIONALE DE RECHERCHE ET
DE DEVELOPPEMENT INDUSTRIELS
(NIRDA)**



**UMUGEREKA WA II W'ITEKA RYA
MINISITIRI W'INTEBE N° 36/03 RYO
KUWA 11/04/2014 RISHYIRAHO
IMBONERAHAMWE N'INCAMAKE
Y'IMYANYA Y'IMIRIMO BY' IKIGO
CY' IGIHUGU CY'UBUSHAKASHATSI
N'ITERAMBERE MU BYEREKEYE
INGANDA (NIRDA)**

**ANNEX II TO THE PRIME MINISTER'S
ORDER N° 36/03 OF 11/04/2014
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**ANNEXE I DE L'ARRETE DU PREMIER
MINISTRE N° 36/03 DU 11/04/2014
DETERMINANT LA STRUCTURE ET LA
SYNTHESE DES EMPLOIS DE
L'AGENCE NATIONALE DE RECHERCHE ET
DE DEVELOPPEMENT INDUSTRIELS
(NIRDA)**

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NIRDA - SUMMARY OF JOB DESCRIPTION 2014				
Administrative Unit	Job Title	Title of Job positions linked to the Job	Job Profile	Proposed Jobs
Office of the Director General	Director General	Director General	Political appointee	1
	Administrative Assistant	Administrative Assistant	A1 in Secretariat Studies, Office Management or A0 in Public Administration, Management Key technical skills and knowledge required: - Knowledge in Office management; - Knowledge of customer care satisfaction; - Excellent communication, organisation and interpersonal skills; - Computer knowledge (Word processing, Power Point and Internet); - Time management skills; - Analytical and problem solving; - Fluent in Kinyarwanda, English and/or French	1

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	Public Relations & Communication	Public Relations & Communication Officer	<p>A0 in Communication, Public Relations, Journalism, and Marketing.</p> <p>Key technical skills and knowledge required:</p> <ul style="list-style-type: none"> - Excellent communication skills both orally and in writing - Excellent interpersonal skills - Report writing and presentation skills - Computer skills - Creativity and initiative - Good organisational and time-management skills - Teamworking skills - Effective public relations and public speaking skills - Interviewing skills - Fluent in Kinyarwanda, English and/or French 	1
	Internal Audit	Internal Auditor	<p>A0 in Accounting, Public Finance, Management specializing in Finance/Accounting.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Detailed knowledge of financial and audit standards, HR and Financial regulations, procedures; - Knowledge of Financial software; - Planning skills; - Excellent communication, organisation and interpersonal skills; - Computer skills; - High analytical skills; - Report writing and presentation skills; - Time management skills; - Team working skills; - Excellent problem solving skills and clear logical sense; - Fluent in Kinyarwanda, English and/or French 	1

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	Legal Advisor	Legal Advisor	<p>A0 in Law</p> <p><u>Knowledge and technical skills required :</u></p> <ul style="list-style-type: none"> - High analytical and problem solving skills; - Legal research and analysis in complex areas of law; - Knowledge of Substantive Law and Legal Procedures; - Decision making skills; - Experience in contract drafting and negotiation; - Excellent communication skills ; - Very effective organization skills; - Team working skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French. 	1
	Public Procurement	Public Procurement Officer	<p>A0 in Procurement, Management, Accounting, Public Finance, Law.</p> <p><u>Key technical skills and knowledge required:</u> - High analytical skills; - Knowledge of basic business and purchasing practices - Knowledge of state contracting law, regulations and procedures- Knowledge of grade, qualities, suppliers and prices tenders of commodities; - Knowledge in contract drafting and negotiation - Category management skills- Time management skills- Decision making skills- Excellent communication skills. - Computer skills.- Fluent in Kinyarwanda, English and/or French.</p>	2
S/Total				7

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<p>Research & Development Coordination Dept</p>	<p>Head of Research & Development Coordination Department</p>	<p>Head of Research & Development Coordination Department</p>	<p>PhD in Applied Sciences, Pharmacy, Industrial Chemistry, Biotechnology with 5 years of working experience.</p> <p>Key technical skills and knowledge:</p> <ul style="list-style-type: none"> - Knowledge in administrative management, - Detailed knowledge of Industrial research areas and agenda; - Extensive understanding of the National and International context of research; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Decision-making skills; - Time management skills; - Organizational skills; - Planning and coordination skills; - Writing and reporting skills; - High analytical thinking; - Computer skills; - Fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	<p align="center">1</p>
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	Administrative Assistant	Administrative Assistant	<p>A1 in Secretarial Studies, Office Management or A0 in Public Administration, Management</p> <p>Key technical skills and knowledge required:</p> <ul style="list-style-type: none"> - Knowledge in Office management; - Knowledge of customer care satisfaction; - Excellent communication, organisation and interpersonal skills; - Computer knowledge (Word processing, Power Point and Internet); - Time management skills; - Analytical and problem solving; - Fluent in Kinyarwanda, English and/or French . 	1
S/Total				2

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<p>Pharmaceutical and Chemical Industries Division</p>	<p>Division Manager</p>	<p>Pharmaceutical and Chemical Industries Division Manager</p>	<p>PhD in Pharmacy, Industrial Chemistry, and Microbiology with 10 years of working experience and 5 Scientific Papers or one book published.</p> <p><u>Key technical skills and knowledge:</u></p> <ul style="list-style-type: none"> - Knowledge in administrative management, - Detailed knowledge of Industrial research in Pharmaceutical and Chemical Industries; - Extensive understanding of the National and International context of Pharmaceutical and Chemical Industries; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Decision making skills; - Time management skills; - Organizational skills; - Planning and coordination skills; - Writing and reporting skills; - High analytical thinking; - Computer skills; - Fluent in Kinyarwanda, English and/or French. 	<p align="center">1</p>
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<p>Pharmaceutical and Chemical Industries Division</p>	<p>Research in Chemistry</p>	<p>Chemistry <i>Principal researcher</i></p>	<p>PhD in Industrial Chemistry, Pharmacy/ Microbiology with 8 years of working experience and 5 Scientific papers or one book published.</p> <p><u>Key technical skills and knowledge:</u></p> <ul style="list-style-type: none"> - Detailed knowledge of Industrial research in Chemical Industries; - Extensive understanding of the National and International context of chemical industries; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Coaching and mentoring skills; - Problem solving skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical thinking; - Computer skills; - Fluent in Kinyarwanda, English and/or French. 	<p>1</p>
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	Research in Chemistry	Chemistry <i>Senior Researcher</i>	PhD in Industrial Chemistry with 5 scientific Publications and 5 years of working experience. <u>Key technical skills and knowledge:</u> <ul style="list-style-type: none">- Detailed knowledge of Industrial research in Chemical Industries;- Extensive understanding of the National and International context of chemical industries;- Excellent knowledge in research publication;- Excellent interpersonal skills;- Excellent communication skills;- Coaching and mentoring skills;- Problem solving skills;- Time management skills;- Planning and organizational skills;- Team working skills;- Writing and reporting skills;- High analytical thinking;- Computer skills;- Fluent in Kinyarwanda, English and/or French.	1
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	Research in Chemistry	Chemistry Researcher	<p>Msc in Industrial Chemistry with 5 years of working experience and 4 scientific Publications.</p> <p><u>Key technical skills and knowledge required:-</u> Detailed knowledge of Industrial research in Chemical industries; - Extensive understanding of the National and International context of chemical industries; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Problem solving skills;- Coaching and mentoring skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French.</p>	1
	Research in Chemistry	Chemistry Associate Researcher	<p>Msc in Industrial Chemistry with 5 years of working experience and 4 scientific publications.</p> <p><u>Key technical skills and knowledge required:</u> - Knowledge of Industrial research in Chemical Industries; - Extensive understanding of the National and International context of chemical industries; - Excellent knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills;</p>	1

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			- Fluent in Kinyarwanda, English and/or French.	
		Chemistry Research Assistant	<p>A0 in Chemistry with 3 years of working experience with at least 2 scientific publications.</p> <p><u>Key technical skills and knowledge required:</u> - Basic knowledge of Industrial research in Chemical Industries; - Knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French.</p>	1
	Research in Pharmacy/Microbiology	Pharmacy / Microbiology Senior Researcher	<p>PhD in Pharmacy, Microbiology with 5 Scientific papers with 5 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u> - Detailed knowledge of Industrial research in pharmacy/microbiology Industries; - Extensive understanding of the National and International context of pharmacy/microbiology industries; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Coaching and mentoring skills; - Problem solving skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills;</p>	1

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			- Fluent in Kinyarwanda, English and/or French.	
	Pharmacy / Microbiology Researcher	Pharmacy / Microbiology Researcher	<p>Msc in Pharmacy, Microbiology with 5 years of working experience and 4 scientific publications.</p> <p><u>Key technical skills and knowledge required:</u> - Detailed knowledge of Industrial research in pharmacy / microbiology industries; - Extensive understanding of the National and International context of pharmacy / microbiology industries; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Problem solving skills;- Coaching and mentoring skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French.</p>	2

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	<p>Research in Pharmacy/Microbiology</p>	<p>Pharmacy / Microbiology Associate Researcher</p>	<p>Msc in Pharmacy, Microbiology with 5 year of working experience and 5 scientific publications.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Knowledge of Industrial research in Pharmacy / Microbiology Industries; - Extensive understanding of the National and International context of Pharmacy / Microbiology industries; - Excellent knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French. 	<p>2</p>
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	<p>Pharmacy / Microbiology Research assistant</p>	<p>Pharmacy / Microbiology Research assistant</p>	<p>A0 in Microbiology, Pharmacy with at least 2 scientific Publications and 3 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u> - Basic knowledge of Industrial research in Microbiology, Pharmacy industries; - Knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French. - Communication ability skills- Experience to assist research activities - Computer skills - Experiences in Laboratory work</p>	<p>2</p>
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	<p>Lab Technician</p>	<p>Lab Technician <i>Director of Laboratory</i></p>	<p>PhD/Msc in Chemistry, Biology or any other relevant field with 10 scientific publications and 5 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Strong Knowledge in Laboratory work - - Good basic laboratory skills including use of standard equipment - strong computer skills - Knowledge of practical problem solving - Knowledge of laboratory records maintenance - Knowledge to work safely with potentially hazardous materials - Good organisational, planning, and numerical skills - Excellent organizational research works - Experience to collaborate in research activities - Computer skills - Communication skills - Industrial research skills - Excellent in coaching young researchers - Excellent interpersonal skills 	<p>1</p>
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	Lab Technician	Senior Lab Technician	<p>Msc or Equivalent in Chemistry, Biology with 3 scientific publications and 3 years of working experience.</p> <p><u>Key technical skills and knowledge required:-</u> Strong Knowledge in Laboratory work -- Good basic laboratory skills including use of standard equipment- strong computer skills - Knowledge of practical problem solving- Knowledge of laboratory records maintenance- Knowledge to work safely with potentially hazardous materials- Good organisational, planning, and numerical skills- Excellent organizational research works - Experience to collaborate in research activities - Computer skills - Communication skills- Industrial research skills- Excellent in coaching young researchers- Excellent interpersonal skills</p>	1
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	Lab Technician	Lab Technician	<p>A0 or Equivalent in Chemistry, Biology, Biotechnology, Pharmacy, Microbiology with Research Methodologies and at least 3 years of working experience.</p> <p><u>Key technical skills and knowledge required:-</u> Strong Knowledge in Laboratory work -- Good basic laboratory skills including use of standard equipment- strong computer skills- Knowledge of practical problem solving- Knowledge of laboratory records maintenance- Knowledge to work safely with potentially hazardous materials- Good organisational, planning, and numerical skills- Excellent organizational research works - Experience to collaborate in research activities - Computer skills - Communication skills- Industrial research skills- Excellent in coaching young researchers- Excellent interpersonal skills</p>	7
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	<p>Research in Chemical and Biomedical Engineering</p>	<p>Chemical and Biomedical Engineering Principal Researcher</p>	<p>PhD in Chemistry and Biomedical Engineering with 5 scientific Publications and 3 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Detailed knowledge of Industrial research in chemical and biomedical engineering industries; - Extensive understanding of the National and International context of Chemical and Biomedical Engineering industries; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Coaching and mentoring skills; - Problem solving skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French. 	<p>1</p>
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	<p>Research in Chemical and Biomedical Engineering</p>	<p>Chemical and Biomedical Engineering Senior Researcher</p>	<p>PhD in Chemistry, Biomedical Engineering with 5 years of working experience at least 5 Scientific papers.</p> <p><u>Key technical skills and knowledge required:</u> - Detailed knowledge of Industrial research in Chemistry, Biomedical Industries; - Extensive understanding of the National and International context of Chemistry, Biomedical Engineering industries; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Coaching and mentoring skills;- Problem solving skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French.</p>	<p>1</p>
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	<p>Research in Chemical and Biomedical Engineering</p>	<p>Chemical and Biomedical Engineering <i>Researcher</i></p>	<p>MSc in Chemistry, Biomedical Engineering with 4 scientific Publications and 5 years working experience.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Detailed knowledge of Industrial research in Chemical and Biomedical Engineering Industries; - Extensive understanding of the National and International context of Chemical and Biomedical Engineering industries; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Problem solving skills; - Coaching and mentoring skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French. 	<p>1</p>
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		Chemical and Biomedical Engineering Associate Researcher	<p>MSc in Chemistry, Biomedical Engineering with 5 scientific Publications and 5 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u> - Knowledge of Industrial research in Chemical and Biomedical Engineering industries; - Extensive understanding of the National and International context of Chemical and Biomedical Engineering industries; - Excellent knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French.</p>	1
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	<p>Chemical and Biomedical Engineering</p>	<p>Chemical and Biomedical Engineering</p> <p><i>Research Assistant</i></p>	<p>A0 in Chemistry, Biomedical Engineering with at least 2 scientific Publications and 3 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Basic knowledge of Industrial research in Chemical and Biomedical Engineering industries; - Knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French. 	<p>2</p>
<p>S/Total</p>				<p>28</p>

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<p>Cleaner Energy & Environmental Management Research Division</p>	<p>Division Manager</p>	<p>Cleaner Energy & Environmental Management Research Division Manager</p>	<p>PhD in Environmental sciences, Renewable energies with 8 years of working experience and at least 5 scientific papers or one book published.</p> <p><i>Key technical skills and knowledge:</i> - Knowledge in administrative management, - Detailed knowledge of Industrial research in Environmental Management, Climate change & Energy Industries; - Extensive understanding of the National and International context of Environmental Management, Climate change & Energy Industries; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Decision making skills; - Time management skills; - Organizational skills; - Planning and coordination skills; - Writing and reporting skills;- High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French.</p>	<p>1</p>
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	<p>Research in Alternative renewable liquid and solid fuels</p>	<p>Alternative renewable liquid and solid fuels <i>Senior Researcher</i></p>	<p>PhD in Physics (Option: Renewable Energy) with 5 years of working experience and at least 5 Scientific publications.</p> <p><u>Key technical skills and knowledge required:</u> - Detailed knowledge of Industrial research in Alternative renewable liquid and solid fuels; - Extensive understanding of the National and International context of Alternative renewable liquid and solid fuels; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Coaching and mentoring skills;- Problem solving skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French.</p>	<p>1</p>
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	<p>Research in Alternative renewable liquid and solid fuels</p>	<p>Alternative renewable liquid and solid fuels <i>Researcher</i></p>	<p>MSc in Physics (Option: Renewable Energy) with 4 scientific Publications and 5 years of working experience. <u>Key technical skills and knowledge required:</u> <ul style="list-style-type: none"> - Detailed knowledge of Industrial research in Alternative renewable liquid and solid fuels ; - Extensive understanding of the National and International context of Alternative renewable liquid and solid fuels ; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Problem solving skills; - Coaching and mentoring skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French. </p>	<p>1</p>
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	<p>Research in Alternative renewable liquid and solid fuels</p>	<p>Alternative renewable liquid and solid fuels Associate Researcher</p>	<p>MSc in Physics (Option: Renewable Energy) with 5 years of working experience and 5 scientific Publications.</p> <p><u>Key technical skills and knowledge required:</u> - Knowledge of Industrial research in Alternative renewable liquid and solid fuels; - Extensive understanding of the National and International context of Solar, Wind and Geothermal energy ; - Excellent knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French.</p>	<p>1</p>
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	<p>Research in Alternative renewable liquid and solid fuels</p>	<p>Alternative renewable liquid and solid fuels</p> <p><i>Research Assistant</i></p>	<p>A0 in Physics (Option: Renewable Energy) with at least 2 scientific publications and 3 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Basic knowledge of Industrial research in Alternative renewable liquid and solid fuels ; - Knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French. 	<p>1</p>
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	<p>Research in Oils and gas technologies</p>	<p>Oils and gas technologies <i>Senior Researcher</i></p>	<p>PhD in Physics (Option: Oils and gas technologies, Renewable Energy) with 5 years of working experience and at least 5 scientific Publications.</p> <p><u>Key technical skills and knowledge required:</u> - Detailed knowledge of Industrial research in Oils and gas technologies ; - Extensive understanding of the National and International context of Oils and gas technologies; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Coaching and mentoring skills; - Problem solving skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French.</p>	<p align="center">1</p>
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	<p>Research in Oils and gas technologies</p>	<p>Oils and gas technologies <i>Researcher</i></p>	<p>MSc in Oils and Gas Technologies with 5 years of working experience and at least 4 scientific Publications.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Detailed knowledge of Industrial research in Oils and gas technologies; - Extensive understanding of the National and International context of Oils and gas technologies; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Problem solving skills; - Coaching and mentoring skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French. 	<p>1</p>
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	Research in Oils and gas technologies	Oils and gas technologies <i>Associate Researcher</i>	MSc in Oils and Gas Technologies with 5 years of working experience and at least 5 scientific Publications. <u>Key technical skills and knowledge required:</u> - Knowledge of Industrial research in Oils and gas technologies; - Extensive understanding of the National and International context of Oils and gas technologies; - Excellent knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French.	1
	Research in Oils and gas technologies	Oils and gas technologies <i>Researcher Assistant</i>	A0 in Oils and Gas Technologies with 3 years of working experience and at least 2 scientific publications. <u>Key technical skills and knowledge required:</u> - Basic knowledge of Industrial research in Oils and gas technologies ; - Knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French.	1

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	<p>Research in Solar, Wind and Geothermal energy</p>	<p>Solar, Wind and Geothermal energy <i>Senior Researcher</i></p>	<p>PhD in Physics (Option: Solar, Wind, and Geothermal Energy) with 5 years of working experience and at least 5 scientific Publications.</p> <p><u>Key technical skills and knowledge required:</u> - Detailed knowledge of Industrial research in Solar, Wind and Geothermal energy; - Extensive understanding of the National and International context of Solar, Wind and Geothermal energy; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Coaching and mentoring skills;- Problem solving skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French.</p>	<p>1</p>
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	<p>Research in Solar, Wind and Geothermal energy</p>	<p>Solar, Wind and Geothermal energy</p> <p><i>Associate Researcher</i></p>	<p>MSc in Physics (Option: Solar, Wind and Geothermal Energy) with 5 scientific Publications and 5 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Knowledge of Industrial research in Solar, Wind and Geothermal energy; - Extensive understanding of the National and International context of Solar, Wind and Geothermal energy ; - Excellent knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French. 	<p>1</p>
	<p>Research in Solar, Wind and Geothermal energy</p>	<p>Solar, Wind and Geothermal energy <i>Research Assistant</i></p>	<p>Bsc in Physics (Option: Solar, Wind, and Geothermal Energy) with 3 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Basic knowledge of Industrial research in Solar, Wind and Geothermal energy ; - Knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French. 	<p>1</p>

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	<p>Research in Waste management</p>	<p>Waste management <i>Senior Researcher</i></p>	<p>PhD in Waste Management with 5 scientific Publications and 5 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Detailed knowledge of Industrial research in Waste management - Extensive understanding of the National and International context of Waste management - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Coaching and mentoring skills; - Problem solving skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French. 	<p>1</p>
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	<p>Research in Waste management</p>	<p>Waste management <i>Researcher</i></p>	<p>Msc in Waste Management or any other relevant field with 4 scientific Publications and 5 years of working experience. Key technical skills and knowledge required:- Detailed knowledge of Industrial research in Waste management ; - Extensive understanding of the National and International context of Waste management ; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Problem solving skills;- Coaching and mentoring skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French.</p>	<p>1</p>
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	<p>Research in Waste management</p>	<p>Waste management Associate Researcher</p>	<p>Msc in Waste Management 5 years of working experience and at least 4 scientific Publications.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Knowledge of Industrial research in Waste management; - Extensive understanding of the National and International context of Waste management ; - Excellent knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French. 	<p>1</p>
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	<p>Research in Environmental Technology</p>	<p>Environmental Technology <i>Senior Researcher</i></p>	<p>PhD in Environmental Sciences, Biodiversity, Ecology with 5 scientific Publications and 5 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u> - Detailed knowledge of Industrial research in Environmental monitoring and analysis; - Extensive understanding of the National and International context of Environmental monitoring and analysis - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Coaching and mentoring skills;- Problem solving skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French.</p>	<p>1</p>
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	<p>Research in Environmental Technology</p>	<p>Environmental Technology Researcher</p>	<p>Msc in Environmental Sciences, Biodiversity, Ecology with 5 years of working experience at least scientific publications.</p> <p>Key technical skills and knowledge required:- Detailed knowledge of Industrial research in Environmental monitoring and research analysis - Extensive understanding of the National and International context of Environmental monitoring and research analysis ; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Problem solving skills;- Coaching and mentoring skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French.</p>	<p>1</p>
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	<p>Research in Environmental Technology</p>	<p>Environmental Technology <i>Associate Researcher</i></p>	<p>Msc in Environmental Sciences, Biodiversity, Ecology with 4 scientific Publications and 5 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Knowledge of Industrial research in Environmental monitoring and analysis - Extensive understanding of the National and International context of Environmental monitoring and analysis; - Excellent knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French. 	<p>1</p>
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	<p>Research in Biodiversity / Ecology</p>	<p>Biodiversity / Ecology Senior Researcher</p>	<p>PhD in Biodiversity, Ecology with 5 scientific Publications and 5 year of working experience.</p> <p><u>Key technical skills and knowledge required:</u> - Detailed knowledge of Industrial research in Biodiversity / Ecology Industries; - Extensive understanding of the National and International context of Biodiversity / Ecology industries; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Coaching and mentoring skills;- Problem solving skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French.</p>	<p>1</p>
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	<p>Research in Biodiversity / Ecology</p>	<p>Biodiversity / Ecology Researcher</p>	<p>Msc in Biodiversity, Ecology with 5 years of working experience and at least 4 scientific Publications.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Detailed knowledge of Industrial research in Biodiversity / Ecology Industries; - Extensive understanding of the National and International context of Biodiversity / Ecology industries; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Problem solving skills; - Coaching and mentoring skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French. 	<p>1</p>
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	<p>Research in Biodiversity / Ecology</p>	<p>Biodiversity / Ecology Associate Researcher</p>	<p>Msc in Biodiversity, Ecology with 5 scientific Publications and 5 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u> - Knowledge of Industrial research in Biodiversity / Ecology industries; - Extensive understanding of the National and International context of Biodiversity / Ecology industries; - Excellent knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French.</p>	<p>2</p>
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	<p>Research in Eco-tourism</p>	<p>Eco-tourism <i>Senior Researcher</i></p>	<p>PhD in Eco-tourism with 5 scientific Publications and 5 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Detailed knowledge of Industrial research in Eco-tourism - Extensive understanding of the National and International context of Eco-tourism; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Coaching and mentoring skills; - Problem solving skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French. 	<p>1</p>
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	Research in Eco-tourism	Eco-tourism Researcher	Msc in Eco-tourism with 5 years of working experience and at least 4 scientific Publications. <i>Key technical skills and knowledge required:-</i> Detailed knowledge of Industrial research in Eco-tourism ; - Extensive understanding of the National and International context of Eco-tourism ; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Problem solving skills;- Coaching and mentoring skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French.	2
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	<p>Climate change</p>	<p>Climate change Researcher</p>	<p>Masters degree in environment, energy, economics and, business with 5 years of working experience and at least 4 scientific Publications.</p> <p><u>Key technical skills and knowledge required:</u> - Detailed knowledge of Industrial research in Climate change technologies; - Extensive understanding of the National and International context of Climate change technologies;- Knowledge of a range of climate change thematic areas (adaptation, mitigation, technology transfer, and financing); - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Problem solving skills; - Coaching and mentoring skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French.</p>	<p>1</p>
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	Green Urbanization	Green Urbanization Researcher	<p>Masters degree in Housing, Real Estate, Urban Development, Urban Economics with 5 years of working experience and at least 4 scientific Publications.</p> <p><u>Key technical skills and knowledge required:</u> - Detailed knowledge of Urbanization technologies; - Extensive understanding of the National and International context of Urbanization; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Problem solving skills; - Coaching and mentoring skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French.</p>	2
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	<p>Laboratory</p>	<p>Senior Lab Technician</p>	<p>MSc in Automation and Control, Process Engineering, Machinery process and systems, Manufacturing and Packaging with 5 years of working experience.</p> <p><u>Key technical skills and knowledge required:-</u> Strong Knowledge in Laboratory work -- Good basic laboratory skills including use of standard equipment- strong computer skills (micro soft applications)- Knowledge of practical problem solving- Knowledge of laboratory records maintenance- Knowledge to work safely with potentially hazardous materials- Good organisational, planning, and numerical skills- Excellent organizational research works - Experience to collaborate in research activities - Computer skills - Communication skills- Industrial research skills- Excellent in coaching young researchers- Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Fluent in Kinyarwanda, English and/or French. -</p>	<p>1</p>
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	Lab Technician	Lab Technician	<p>A0 or Equivalent in Chemistry, Biology, Biotechnology, Pharmacy, Microbiology with Research Methodologies and at least 3 years of working experience.</p> <p><u>Key technical skills and knowledge required:-</u> Strong Knowledge in Laboratory work -- Good basic laboratory skills including use of standard equipment- strong computer skills- Knowledge of practical problem solving- Knowledge of laboratory records maintenance- Knowledge to work safely with potentially hazardous materials- Good organisational, planning, and numerical skills- Excellent organizational research works - Experience to collaborate in research activities - Computer skills - Communication skills- Industrial research skills- Excellent in coaching young researchers- Excellent interpersonal skills</p>	2
S/Total				31

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<p>Agro-Processing & Biotechnological Research Division</p>	<p>Division Manager</p>	<p>Agro-Processing & Biotechnological Research Division Manager</p>	<p>PhD in Agro-processing and Applied Biotechnology with 3 years of working experience and at least 5 Scientific publications.</p> <p><u>Key technical skills and knowledge required:</u> - Knowledge in administrative management, - Detailed knowledge of Industrial research in Agro-Processing & Biotechnological Research Industries; - Extensive understanding of the National and International context of Agro-Processing & Biotechnological Research Industries; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Decision making skills; - Time management skills; - Organizational skills; - Planning and coordination skills; - Writing and reporting skills;- High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French.</p>	<p>1</p>
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	<p>Research in Biotechnology</p>	<p>Biotechnology <i>Senior Researcher</i></p>	<p>PhD in Biotechnology with 5 years of working experience and at least 5 scientific Publications.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Detailed knowledge of Industrial research in Biotechnology ; - Extensive understanding of the National and International context of Biotechnology ; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Coaching and mentoring skills; - Problem solving skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French. 	<p>1</p>
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	Research in Biotechnology	Biotechnology Researcher	<p>Msc in Biotechnology with 5 years of working experience and at least 4 scientific Publications.</p> <p><u>Key technical skills and knowledge required:</u> - Detailed knowledge of Industrial research in Biotechnology ; - Extensive understanding of the National and International context of Biotechnology ; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Problem solving skills;- Coaching and mentoring skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French.</p>	1
	Research in Biotechnology	Biotechnology Associate Researcher	<p>Msc in Biotechnology with 5 years of working experience and at least 5 scientific Publications.</p> <p><u>Key technical skills and knowledge required:</u> - Knowledge of Industrial research in Biotechnology ; - Extensive understanding of the National and International context of Biotechnology ; - Excellent knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French.</p>	2

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	Research in Biotechnology	Biotechnology Research Assistant	<p>A0 in Biotechnology with 3 years of working experience and at least 2 scientific papers.</p> <p><u>Key technical skills and knowledge required:</u> - Basic knowledge of Industrial research in Biotechnology ; - Knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French.</p>	2
	Research in Chemical Engineering	Chemical Engineering Senior Researcher	<p>PhD in Chemical Engineering with 5 scientific Publications and 5 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u> - Detailed knowledge of Industrial research in Chemical Engineering ; - Extensive understanding of the National and International context of Chemical Engineering ; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Coaching and mentoring skills; - Problem solving skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French.</p>	1

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	Research in Chemical Engineering	Chemical Engineering Associate Researcher	<p>Msc in Chemical Engineering with 5 years of working experience and at least 5 scientific Publications.</p> <p><u>Key technical skills and knowledge required:-</u> Knowledge of Industrial research in Chemical Engineering; - Extensive understanding of the National and International context of Chemical Engineering ; - Excellent knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills - Computer skills; - Fluent in Kinyarwanda, English and/or French.</p>	1
	Research in Chemical Engineering	Chemical Engineering Research Assistant	<p>A0 in Chemical Engineering with 3 years of working experience and at least 2 scientific publications</p> <p><u>Key technical skills and knowledge required:</u> - Basic knowledge of Industrial research in Chemical Engineering ; - Knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French.</p>	1

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	<p>Research in Industrial chemistry</p>	<p>Industrial chemistry <i>Senior Researcher</i></p>	<p>PhD in Industrial Chemistry with 5 years of working experience and at least 5 scientific Publications</p> <p><u>Key technical skills and knowledge required:</u> - Detailed knowledge of Industrial research in Industrial chemistry ; - Extensive understanding of the National and International context of Industrial chemistry ; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Coaching and mentoring skills; - Problem solving skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French.</p>	<p>1</p>
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	Research in Industrial chemistry	Industrial chemistry Researcher	Msc in Industrial Chemistry with 4 scientific Publications and 5 years of working experience. <u>Key technical skills and knowledge required:</u> <ul style="list-style-type: none">- Detailed knowledge of Industrial research in Industrial chemistry ;- Extensive understanding of the National and International context of Industrial chemistry ;- Excellent knowledge in research publication;- Excellent interpersonal skills;- Excellent communication skills;- Problem solving skills;- Coaching and mentoring skills;- Time management skills;- Planning and organizational skills;- Team working skills;- Writing and reporting skills;- High analytical skills- Computer skills;- Fluent in Kinyarwanda, English and/or French.	1
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	Research in Industrial chemistry	Industrial chemistry Associate Researcher	Msc in industrial Chemistry with years of working experience and at least 5 scientific Publications <u>Key technical skills and knowledge required:</u> - Knowledge of Industrial research in Industrial chemistry ; - Extensive understanding of the National and International context of Industrial chemistry ; - Excellent knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French.	1
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	Laboratory Technician	Senior Lab Technician	<p>MSc in Biotechnology, agro-processing, chemical engineering and industrial chemistry with at least 2 scientific Publications and 3 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Strong Knowledge in Laboratory work - - Good basic laboratory skills including use of standard equipment - strong computer skills (micro soft applications) - Knowledge of practical problem solving - Knowledge of laboratory records maintenance - Knowledge to work safely with potentially hazardous materials - Good organisational, planning, and numerical skills - Excellent organizational research works - Experience to collaborate in research activities - Computer skills - Communication skills - Industrial research skills - Excellent in coaching young researchers - Excellent interpersonal skills 	1
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	Laboratory Technician	Lab Technician	<p>A0 in Biotechnology, agro-processing, chemical engineering and industrial chemistry with at least 2 scientific Publications and 3 years of working experience.</p> <p>Key technical skills and knowledge required:- Knowledge in Laboratory work - Good basic laboratory skills including use of standard equipment- computer Literacy- Knowledge of practical problem solving- Knowledge of laboratory records maintenance- Knowledge to work safely with potentially hazardous materials - communication skills- Industrial research skills- interpersonal skills; - Time management skills; - Team working skills; - Analytical Skills; - Fluent in Kinyarwanda, English and/or French.</p>	4
S/Total				18

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<p>Process Engineering, Manufacturing & High-tech Division</p>	<p>Division Manager</p>	<p>Process Engineering, Manufacturing & High-tech Division Manager</p>	<p>PhD in Automation and Control, Process Engineering, Machinery process and systems, Manufacturing and Packaging with 8 years of working experience and 5 scientific papers or one book published .</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Knowledge in administrative management, - Detailed knowledge of Industrial research in Process Engineering, Manufacturing & High-tech Industries; - Extensive understanding of the National and International context of Process Engineering, Manufacturing & High-tech Industries; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Decision making skills; - Time management skills; - Organizational skills; - Planning and coordination skills; - Writing and reporting skills; - High analytical thinking; - Computer skills; - Fluent in Kinyarwanda, English and/or French. 	<p>1</p>
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	<p>Research in Automation and Control</p>	<p>Automation and Control <i>Senior Researcher</i></p>	<p>PhD in Automation and Control with 5 scientific Publications and 5 years of working experience.</p> <p><u>Key technical skills and knowledge required:-</u> Detailed knowledge of Industrial research in Automation and Control ; - Extensive understanding of the National and International context of Automation and Control ; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Coaching and mentoring skills; - Problem solving skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French.</p>	<p>1</p>
	<p>Research in Automation and Control</p>	<p>Automation and Control <i>Researcher</i></p>	<p>Msc in Automation and Control with 3 scientific Publication and 5 years of working experience.</p> <p><u>Key technical skills and knowledge required: -</u> Detailed knowledge of Industrial research in Automation and Control; - Extensive understanding of the National and International context of Automation and Control ; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Problem solving skills;- Coaching and mentoring skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French.</p>	<p>1</p>

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	<p>Research in Automation and Control</p>	<p>Automation and Control <i>Research Assistant</i></p>	<p>A0 in Automation and Control with at least 2 scientific publications and 3 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Basic knowledge of Industrial research in Automation and Control ; - Knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French. 	<p align="center">1</p>
	<p>Research in Machinery, processes and systems</p>	<p>Machinery, processes and systems <i>Senior Researcher</i></p>	<p>PhD in Process and Systems Engineering with 5 scientific Publications and 5 years of working experience.</p> <p><u>Key technical skills and knowledge required:-</u></p> <ul style="list-style-type: none"> - Detailed knowledge of Industrial research in Machinery, processes and systems ; - Extensive understanding of the National and International context of Machinery, processes and systems ; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Coaching and mentoring skills; - Problem solving skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical thinking; - Computer skills; - Fluent in Kinyarwanda, English and/or French. 	<p align="center">1</p>

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	<p>Research in Machinery, processes and systems</p>	<p>Machinery, processes and systems <i>Researcher</i></p>	<p>Msc in Process and Systems Engineering with 4 scientific Publications and 5 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u> - Detailed knowledge of Industrial research in Machinery, processes and systems ; - Extensive understanding of the National and International context of Machinery, processes and systems ; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Problem solving skills;- Coaching and mentoring skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical thinking; - Computer skills; - Fluent in Kinyarwanda, English and/or French .</p>	<p>1</p>
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	Research in Machinery, processes and systems	Machinery, processes and systems <i>Associate Researcher</i>	<p>Msc in Process and Systems Engineering with 5 scientific Publications and 5 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Knowledge of Industrial research in Machinery, processes and systems ; - Extensive understanding of the National and International context of Machinery, processes and systems ; - Excellent knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical thinking; - Computer skills; - Fluent in Kinyarwanda, English and/or French. 	1
	Research in Machinery, processes and systems	Machinery, processes and systems <i>Research Assistant</i>	<p>A0 in Process and Systems Engineering with at least 2 scientific and 3 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Basic knowledge of Industrial research in Machinery, processes and systems; - Knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French. 	1

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	Research in Packaging	Packaging Senior Researcher	<p>PHD in Engineering (Packaging) with 5 scientific Publications and 5 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Detailed knowledge of Industrial research in Packaging ; - Extensive understanding of the National and International context of Packaging ; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Coaching and mentoring skills; - Problem solving skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical thinking; - Computer skills; - Fluent in Kinyarwanda, English and/or French. 	1
	Research in Packaging	Packaging Researcher	<p>Msc in Engineering (Packaging) with 3 scientific Publication and 5 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u> -</p> <ul style="list-style-type: none"> - Detailed knowledge of Industrial research in Packaging ; - Extensive understanding of the National and International context of Packaging ; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Problem solving skills; - Coaching and mentoring skills; - Time management skills; - Planning and organizational skills; - Team working skills; 	1

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			Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French .	
	Research in Manufacturing	Manufacturing Senior Researcher	<p>PhD in Engineering (Manufacturing) with 5 scientific Publications and 5 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Detailed knowledge of Industrial research in Manufacturing ; - Extensive understanding of the National and International context of Manufacturing ; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Coaching and mentoring skills; - Problem solving skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical thinking; - Computer skills; - Fluent in Kinyarwanda, English and/or French. 	1

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	<p>Research in Manufacturing</p>	<p>Manufacturing Researcher</p>	<p>Msc in Engineering (Manufacturing) with 4 scientific Publications and 5 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u> - Detailed knowledge of Industrial research in Manufacturing ; - Extensive understanding of the National and International context of Manufacturing ; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Problem solving skills;- Coaching and mentoring skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French .</p>	<p>1</p>
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	Research in Manufacturing	Manufacturing Associate Researcher	<p>Msc in Engineering (Manufacturing) with 5 scientific Publications and 5 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Knowledge of Industrial research in Manufacturing ; - Extensive understanding of the National and International context of Manufacturing ; - Excellent knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical thinking; - Computer skills; - Fluent in Kinyarwanda, English and/or French. 	2
	Research in Manufacturing	Manufacturing Research Assistant	<p>A0 in Engineering (Manufacturing) with at least 2 scientific publications and 3 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u> -</p> <ul style="list-style-type: none"> - Basic knowledge of Industrial research in Manufacturing ; - Knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French . 	1

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	Research in Nanotechnology	Nanotechnology Senior Researcher	<p>PhD in Engineering (Nanotechnology) with 5 scientific Publications and 5 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Detailed knowledge of Industrial research in Nanotechnology ; - Extensive understanding of the National and International context of Nanotechnology ; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Coaching and mentoring skills; - Problem solving skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical thinking; - Computer skills; - Fluent in Kinyarwanda, English and/or French. 	1
	Research in Nanotechnology	Nanotechnology Associate Researcher	<p>Msc in Engineering (Nanotechnology) with 5 scientific Publications and 5 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u> -</p> <ul style="list-style-type: none"> - Knowledge of Industrial research in Nanotechnology ; - Extensive understanding of the National and International context of Nanotechnology ; - Excellent knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical 	1

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			thinking; - Computer skills; - Fluent in Kinyarwanda, English and/or French.	
	Research in Nanotechnology	Nanotechnology Research Assistant	<p>A0 in Engineering (Nanotechnology) with at least 2 publications and 3 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Basic knowledge of Industrial research in Nanotechnology ; - Knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French . 	1
	Research in ICT	ICT Senior Researcher	<p>PhD in Computer Sciences, Computer Engineering, ICT with 5 scientific Publications and 5 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Knowledge of Industrial research in ICT ; - Extensive understanding of the National and International context of ICT ; - Excellent knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in 	1

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			Kinyarwanda, English and/or French. -	
	Research in ICT	ICT Associate Researcher	<p>MSc in Computer Sciences, Computer Engineering, ICT with 3 scientific Publications and 5 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Knowledge of Industrial research in ICT - Extensive understanding of the National and International context of ICT - Excellent knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French. 	1

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	Research in Building Materials and Ceramics	Building Materials and Ceramics <i>Senior Researcher</i>	<p>PhD in Civil Engineering, Construction, Material Sciences with 5 years of working experience and at least 5 scientific Publications.</p> <p><u>Key technical skills and knowledge required:</u> - Knowledge of Industrial research in Building Materials and Ceramics ; - Extensive understanding of the National and International context of Building Materials and Ceramics ; - Excellent knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical Skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French.</p>	1
	Research in Building Materials and Ceramics	Building Materials and Ceramics <i>Researcher</i>	<p>MSc in Civil Engineering, Construction, Material Sciences with 4 scientific Publications and 5 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u> - Detailed knowledge of Industrial research in Building Materials and Ceramics; - Extensive understanding of the National and International context of Building Materials and Ceramics;- Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Problem solving skills;- Coaching and mentoring skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical Skills; Computer skills; - Fluent in Kinyarwanda, English and/or French .</p>	1

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	<p>Research in Building Materials and Ceramics</p>	<p>Building Materials and Ceramics</p> <p><i>Research Assistant</i></p>	<p>A0 in Material Sciences, Civil Engineering, Construction with at least 2 scientific publications 3 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Basic knowledge of Industrial research in Building Materials and Ceramics ; - Knowledge in research publication; - Laboratory management skills; - Interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French . 	<p>1</p>
	<p>Research in Electro Mechanical engineers</p>	<p>Electro Mechanical Engineering Researcher</p>	<p>Msc in Chemical Engineering, Electronics with 5 years of working experience and at least 4 scientific Publications.</p> <p><u>Key technical skills and knowledge required:</u> -</p> <ul style="list-style-type: none"> - Detailed knowledge of Industrial research in Electro Mechanical Engineering ; - Extensive understanding of the National and International context of Electro Mechanical Engineering ; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Problem solving skills; - Coaching and mentoring skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French . 	<p>1</p>

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	Research in Electro Mechanical engineers	Electro Mechanical Engineering Associate Researcher	Msc in Mechanical Engineering, Electronics with 5 years of work experience and at least 5 scientific publications. <u>Key technical skills and knowledge required:</u> - Knowledge of Industrial research in Electro Mechanical Engineering; - Extensive understanding of the National and International context of Electro Mechanical Engineering; - Excellent knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical thinking; - Computer skills; - Fluent in Kinyarwanda, English and/or French.	1
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	Research in Electro Mechanical engineers	Electro Mechanical Engineering Research Assistant	<p>A0 in Mechanical Engineering, Electronics with 3 years of working experience and at least 2 scientific publications.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Basic knowledge of Industrial research in Electro Mechanical Engineering; - Knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French . 	1
	Research in Electrical Mechanical engineering	Electrical Mechanical Engineering Researcher	<p>Msc in Electrical Engineering, Chemical Engineering with 4 scientific Publications and 5 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u> -</p> <ul style="list-style-type: none"> - Detailed knowledge of Industrial research in Electrical Mechanical Engineering ; - Extensive understanding of the National and International context of Electrical Mechanical Engineering ; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Problem solving skills; - Coaching and mentoring skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High Analytical Skills; - Computer skills; - Fluent in 	1

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			Kinyarwanda, English and/or French .	
	Research in Electrical Mechanical engineering	Electrical Mechanical Engineering <i>Associate Researcher</i>	<p>Msc in Electrical Engineering, Chemical Engineering, with 5 years of working experience and at least 5 scientific Publications.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Knowledge of Industrial research in Electrical Mechanical Engineering; - Extensive understanding of the National and International context of Electrical Mechanical Engineering; - Excellent knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French. 	1

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	<p>Research in Electrical Mechanical engineering</p>	<p>Electrical Mechanical Engineering <i>Research Assistant</i></p>	<p>A0 in Electrical Engineering, Chemical Engineering with at least 2 scientific publications and 3 years of work experience.</p> <p><u>Key technical skills and knowledge required:</u> - Basic knowledge of Industrial research in Electrical Mechanical Engineering ; - Knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French .</p>	<p>2</p>
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	Laboratory	Senior Lab Technician	<p>MSc in Automation and Control, Process Engineering, Machinery process and systems, Manufacturing and Packaging with 5 years of working experience.</p> <p><i>Key technical skills and knowledge required:-</i> Strong Knowledge in Laboratory work -- Good basic laboratory skills including use of standard equipment- strong computer skills (micro soft applications)- Knowledge of practical problem solving- Knowledge of laboratory records maintenance- Knowledge to work safely with potentially hazardous materials- Good organisational, planning, and numerical skills- Excellent organizational research works - Experience to collaborate in research activities - Computer skills - Communication skills- Industrial research skills- Excellent in coaching young researchers- Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Fluent in Kinyarwanda, English and/or French. -</p>	1
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	Laboratory	Lab Technician	<p>A0 in Automation and Control, Process Engineering, Machinery process and systems, Manufacturing and Packaging with 3 years of working experience.</p> <p><u>Key technical skills and knowledge required:-</u> Knowledge in Laboratory work -- Good basic laboratory skills including use of standard equipment- computer Literacy- Knowledge of practical problem solving- Knowledge of laboratory records maintenance- Knowledge to work safely with potentially hazardous materials - communication skills- Industrial research skills- interpersonal skills; - Time management skills; - Team working skills; - Analytical Skills; - Fluent in Kinyarwanda, English and/or French.</p>	4
S/Total				35

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<p>Innovation, Technology Transfer & Commercialisation Division</p>	<p>Division Manager</p>	<p>Innovation, Technology Transfer & Commercialisation Division Manager</p>	<p>PhD in Technology Management, Marketing Management, Business Administration, Project Management with 3 years of work experience.</p> <p><u>Key technical skills and knowledge required:</u> - Knowledge in administrative management, - Detailed knowledge of Industrial research in Technology Transfer & Commercialisation Industries; - Extensive understanding of the National and International context of Technology Transfer & Commercialisation Industries; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Decision making skills; - Time management skills; - Organizational skills; - Planning and coordination skills; - Writing and reporting skills;- High analytical Skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French.</p>	<p>1</p>
	<p>Administrative Assistant</p>	<p>Administrative Assistant</p>	<p>A1 in Secretariat Studies, Public Administration Or A0 in Public Administration, Management</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Office Management Skills; - Excellent Communication, Organizational, Interpersonal Skills; - Computer knowledge (Work Processing, Power Point and Internet) - Analytical and problem solving skills; -Time management skills; - fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	<p>1</p>
<p>S/Total</p>				<p>2</p>

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<p>Green Economy Development Centre</p>	<p>Director of Centre</p>	<p>Director of Green Economy Development Centre</p>	<p>Msc in Environmental Engineering, Urban development, Climate change with at 5 years of work experience in managerial position.</p> <p><u>Key technical skills and knowledge required:</u> - Knowledge of Green Economy Development ; - Extensive understanding of the National and International context of Green Economy Development; - Project management skills;- Excellent interpersonal skills; - Excellent communication skills; - presentation skills, - Persuasion skills; - Negotiation skills-Computer skills; - Attentiveness skills- Time management skills- Capacity to handle surprises and emergencies- Motivation skills- Effective Communicate skills- Creativity skills- Fluent in Kinyarwanda, English and/or French.</p>	<p>1</p>
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<p>Environmental Innovations & Technologies</p>	<p>Environmental Innovations & Technologies Specialist</p>	<p>Environmental Innovations & Technologies Specialist</p>	<p>Masters degree in Environment Engineering with 5 years of working experience in conducting Environment Management studies/ research, Green Houses Gases Calculation, Clean technologies related to Energy Efficiency and waste management in different sectors such as industry, agriculture, construction, tourism.</p> <p><u>Key technical skills and knowledge required:</u> - Detailed knowledge of Environmental Innovations & technologies; - Extensive understanding of the National and International context of Environmental Innovations & Technologies; - Knowledge in application of standards such ISO 14001, ISO 50001;- Excellent interpersonal skills; - Excellent communication skills; - Presentation skills; - Time management skills; - Organizational skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French.</p>	<p align="center">1</p>
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<p>Climate change Innovation</p>	<p>Climate change Innovation Specialist</p>	<p>Climate change Innovation Specialist</p>	<p>Masters in Environmental Management, Climate Change issue or Science, with 5 years of working experience in Green Houses Gases Calculation in different institutions such as industries, agricultural firms, conducting Mitigation and adoption measures for Climate change issues and transfer technologies.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Detailed knowledge of Climate change Innovation; - Extensive understanding of the National and International context of Climate change Innovation specialist; - Excellent interpersonal skills; - Excellent communication skills; - Presentation skills; - Time management skills; - Organizational skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French. 	<p>1</p>
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Green Urbanization	Green Urbanization Specialist	Green Urbanization Specialist	<p>Master's degree in Urban Planning, Architecture and Planning, Civil Engineering with 5 years of working experience in conducting Urbanization planning, building technology, material technology, landscaping studies/ research, Green Houses Gases Calculation, Clean technologies related to Energy Efficiency and waste management in different sectors such as industry, agriculture, construction, tourism, etc.</p> <p><u>Key technical skills and knowledge required:</u> - Knowledge of Green Urbanization; - Knowledge in standards such ISO 14001, ISO 50001, ISO 90001; - Extensive understanding of the National and International context of Green Urbanization; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French.</p>	1
S/Total				4

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<p>Technology incubation Centres Unit</p>	<p>Director of Unit</p>	<p>Director of Technology Incubation Centres Unit</p>	<p>PhD / Msc in Technology Management, Marketing Management, Project Management with 5 years of working experience and at least 5 scientific Publications.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Knowledge of Industrial research in technology Incubation Centres ; - Extensive understanding of the National and International context of technology Incubation Centres ; - Excellent knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French. 	<p>1</p>
	<p>Incubation Centre Managers</p>	<p>Incubation Centre Manager</p>	<p>Msc in Technology Management, with specialty in Messaging and Branding, Intelligence, Pricing, Feasibility Analysis, Strategic Marketing, Market Research, Product Development, Customer Advocacy and Communication with 3 years of working experience in marketing.</p> <p><u>Key technical skills and knowledge required:-</u></p> <p>Knowledge of structural and operational procedures. - Financial skills; - Business plan skills; - Coaching skills; - Resources mobilization skills; - Time management skills; - Planning and organizational skills; - Team</p>	<p>8</p>

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			working skills; - Writing and reporting skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French .	
	Prototype / Product Development Engineering	Prototype / Product Development Engineering Researcher	<p>MSc in Engineering, Electricity, Electronics, Mechanics, Construction with 5 years of working experience and at least 5 scientific Publications.</p> <p><u>Key technical skills and knowledge required:</u> - Detailed knowledge of Industrial research in Prototype / Product Development Engineering ; - Extensive understanding of the National and International context of Prototype / Product Development Engineering; - Excellent knowledge in research publication; - Excellent interpersonal skills; - Excellent communication skills; - Problem solving skills;- Coaching and mentoring skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical Skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French .</p>	8

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	Prototype / Product Development Engineering	Prototype / Product Development Engineering Research Assistant	<p>A0 in Engineering, Electricity, Electronics, Mechanics, Construction with 3 years of working experience and at least 2 scientific publications.</p> <p><u>Key technical skills and knowledge required:</u> - Basic knowledge of Industrial research in Prototype / Product Development Engineering; - Knowledge in research publication; - Laboratory management skills; - Excellent interpersonal skills; - Excellent communication skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French .</p>	8
	Cashier	Cashier	<p>A1 in Accounting or A2 in Accounting</p> <p><u>Key technical skills and knowledge required:</u> - knowledge in financial business; - Knowledge of operating cash register and maintaining cash drawer; - Proven knowledge of processing exact and efficient sale and return transactions; - Planning skills; - Communication skills. - Computer skills; - Fluent in Kinyarwanda, English and/or French.</p>	8

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	Marketing	Marketing Officer	<p>A0 in Marketing, Economics, Finance, Technology Management</p> <p><u>Key technical skills and knowledge required:-</u> Deep knowledge in financial business; - Knowledge of business legal issues;- Knowledge of marketing;- Knowledge of project management methodologies;- Effective negotiation skills; - Planning skills;- Analytical skills to conduct requirement analysis and impact analysis; - Business development skills;- Research development skills.- Customer Advocacy & Communication skills. - Computer skills; - Fluent in Kinyarwanda, English and/or French.</p>	8
S/Total				41

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<p>Industrial Information and Intellectual Property Unit</p>	<p>Director of Unit</p>	<p>Director of Industrial Information and Intellectual Property Unit</p>	<p>MSc in Technology Management, Business Administration, Law, Management, or A0 in Technology Management, Business Administration, Law, Management with 3 years of working experience.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Deep Knowledge in intellectual property right laws; - Deep Knowledge of national and international legal systems; - Deep Knowledge of quality assurance techniques and standards; - Excellent interpersonal skills; - Excellent communication skills; - Problem solving skills; - Organizational skills; - Time management skills; - Team working skills; - Writing and reporting skills; - High analytical Skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French 	<p>1</p>
	<p>Legal Officer</p>	<p>Legal Officer (Industrial property)</p>	<p>A0 in Law</p> <p><u>Key technical skills and knowledge required :-</u></p> <ul style="list-style-type: none"> - Knowledge in intellectual property right laws;- - Knowledge of national and international legal systems; - Knowledge of industrial property and copyrights. - Excellent interpersonal skills; - Excellent communication skills; - Problem solving skills;- Organizational skills; - Time management skills; - Team working skills; - Writing and reporting skills; - High analytical Skills; - Computer skills; - Fluent in 	<p>1</p>

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			Kinyarwanda, English and/or French	
	Intellectual Property Management	Intellectual Property Manager	<p>MSc in Law/Business Administration with 3 years working experience in industrial property rights and copyrights protection.</p> <p><u>Key technical skills and knowledge required:</u></p> <ul style="list-style-type: none"> - Knowledge in developing and implementing Intellectual Property strategies; - Knowledge in conducting Intellectual Property landscape analyses; - Effective negotiation skills; - Excellent interpersonal skills; - Excellent communication skills; - Problem solving skills; - Time management skills; - Organizational skills; - Team working skills; - Writing and reporting skills; - High analytical thinking; - Computer skills; - Planning skills; - Research development skills. - Fluent in Kinyarwanda, English and/or French. 	1

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	<p>Quality Assurance</p>	<p>Quality Assurance Officer</p>	<p>A0 in Engineering</p> <p><u>Key technical skills and knowledge required :-</u> Knowledge of quality assurance techniques and standards; - Excellent interpersonal skills; - Excellent communication skills;- Excellent technical skills; - Problem solving skills; - Time management skills; - Planning and organizational skills; - Team working skills; - Writing and reporting skills; - High analytical skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French . A customer-oriented approach and strong communication skills are important. Quality assurance officers should also be adaptable so as to meet customer expectations while ensuring legal compliance.- An eye for detail- Strong leadership skills are required for quality assurance managers- Knowledge of production, planning, design, development, and the sale of products and services</p>	<p>1</p>
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	<p>Investment & Financial</p>	<p>Investment & Financial Specialist</p>	<p>MSc in Accounting , Management, Business Administration, Public Financial with specialisation in ACCA, with 2 years of working experience</p> <p><u>Key Technical Skills & Knowledge required:-</u> Knowledge to analyze financial and investment information (profiles of companies, - Knowledge to Provide investment advice and recommendations to clients and senior company officials, - team supervision skills.-Knowledge in Monitoring & System Evaluation;- Leadership and management skills;- Job task planning and organisational skills;- High Analytical Skills;- Communication skills;- Time management Skills- Interviewing Skills;- Judgment & Decision making skills;- Complex Problem solving;Critical thinking skills- fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage</p>	<p>1</p>
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	Business Development	Business Development Officer	A0 in Finance, Economics, Project Planning, <u>Key technical skills and knowledge required:</u> <ul style="list-style-type: none"> - Deep knowledge in financial business; - Knowledge of business legal issues; - Knowledge of marketing; - Knowledge of project management methodologies; - Effective negotiation skills; - Planning skills; - Analytical skills to conduct requirement analysis and impact analysis; - Business development skills; - Research development skills. - Communication skills. - Computer skills; - Fluent in Kinyarwanda, English and/or French. 	1
S/Total				6

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<p>Corporate service Division</p>	<p>Division Manager</p>	<p>Corporate Services Division Manager</p>	<p>Master degree in Economics, Management, Business Administration, Public Administration, Strategic Management, Public Finance or Accounting with 3 years of working experience or A0 in the same fields with 7 years of working experience</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Knowledge of Human Resources Policy and procedures; - Knowledge of Accounting principles and practices and financial data reporting. - Knowledge of Rwanda Public Servant & Labour laws and Financial Law; - Knowledge of Electronic equipment and computer hardware and software; - Leadership skills; - Coordination, Planning & Organizational Skills; - Interpersonal Skills; - Effective Communication Skills; - Judgment and Decision Making Skills; - Complex Problem Solving; - Negotiation Skills; - Time Management Skills; - fluent in Kinyarwanda, English and/ or French; <p>knowledge of all is an advantage.</p>	<p align="center">1</p>
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	HR Management & Development Specialist	HR Management & Development Specialist	<p>Master's Degree in Human Resource Management, Public Administration, Management A0 in Human Resources Management . Management, Public Administration with 3 years of working experience</p> <p><u>Key technical skills and knowledge:</u></p> <ul style="list-style-type: none"> -Deep knowledge of Rwandan public service and labor law; - Knowledge in Conflict Management; - knowledge of the regulations applying to payroll procedures; - Knowledge of human resources concepts, practices, policies, and procedures; - Problem Solving Skills; - Computer Skills; - Judgment & Decision Making Skills; - Time management Skills; - Interview Skills; - High analytical Skills; - Teamworking Skills; - Fluent in Kinyarwanda, English and/ or French. 	1
	Administrative Assistant	Administrative Assistant	<p>A0 in Public Administration, Office Management, Secretariat Studies, Management with 1 year of working experience Or A1 in Public Administration, Office Management, Secretariat Studies, Management with 4 years of working experience</p> <p><u>Key Technical Skills & Knowledge required:-</u></p> <p>Office Management Skills;- Excellent Communication, Organizational, Interpersonal Skills;- Computer knowledge (Work Processing, Power Point and Internet)- Analytical and</p>	1

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			problem solving skills;-Time management skills;- fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage	
S/Total				3
Planning, Monitoring, Evaluation & ICT Unit	Director of Unit	Director of Planning, Monitoring, Evaluation &ICT Unit	<p>Master's Degree or Equivalent in Management, Economics, Public Policy, Development Studies, Strategic Management, Project Management, Public Administration with 2 years of working experience or A0 in Management, Economics, Public Policy, Development Studies, Strategic Management, Project Management, Public Administration with 4 years of working experience</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Knowledge of results based management, logical framework approach, strategic planning processes and tools; - Knowledge of Rwanda's Justice Sector Policies and Strategies; - Knowledge of drafting Action Plans and Operational Plans; - Knowledge to conduct policy and analysis and draft proposals; - Knowledge of Monitoring and Evaluation concepts, systems and tools; - Computer Skills; - Organizational Skills; - Communication Skills; - High analytical & Complex Problem Solving Skills; - Judgment & Decision Making Skills; - Time management Skills; - Team working Skills; - Fluent in Kinyarwanda, English and/ or French. 	1

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	Planning	Planning Officer	<p>A0 in Economics, Planning, Management, Development Studies</p> <p><u>Key Technical Skills & Knowledge required:-</u> Knowledge of cost analysis techniques;- Planning and organisational skills;- Communication skills;- Strong IT skills, particularly in Financial software (SMART IFMIS);- Judgment & Decision Making Skills;- Deep understanding of financial accounts;- High Analytical Skills- Interpersonal skills;- Time management Skills- Complex Problem solving;-Flexibility Skills;- fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage</p>	1
	Monitoring & Evaluation	Monitoring & Evaluation Officer	<p>A0 in Economics, Planning, Management, Development Studies</p> <p><u>Key Technical Skills & Knowledge required:</u> - Knowledge of Monitoring and Evaluation concepts, systems and tools; - Knowledge of Research and development policies and strategies; - Knowledge to conduct monitoring exercises; - Computer Skills; - Organizational Skills; - Communication Skills; - High analytical Skills; - Complex Problem Solving; - Time management Skills; - Team working Skills; - fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage</p>	2

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	<p>Network & System Administration</p>	<p>Network & System Administrator</p>	<p>A0 in Computer Science, Software Engineering, Computer Engineering, Information and Communication Technology, Electronics and Telecommunication Engineering or A1 in Computer Science, Software Engineering, Computer Engineering, Information and Communication Technology, Electronics and Telecommunication Engineering with a Certifications in A+, N+ is required; Certifications in CCNA, MCSE, MCSA, MCTs (.NET),LAMP/WAMP Framework or MCITP are an added advantage</p> <p><u>Key Technical Skills & Knowledge required:-</u> Knowledge of Research and development ICT policies and strategies;- Highly proficient with Microsoft Windows operating systems- Proficient in Microsoft Office products- Proficient in basic networking protocols and standards- Knowledge of AD, Exchange, VPN, routers, and wireless internet access;- Knowledge of circuit boards, processors, electronic equipment, and computer hardware and software, including applications and programming;- Interpersonal Skills;- Communication skills - Negotiation Skills;- Problem-solving skills;- Analytical skills a- Fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage.</p>	<p>1</p>
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	<p>Database and Application Administration</p>	<p>Database & Application Administrator</p>	<p>A0 in Computer Science, Software Engineering, Computer Engineering, Information and Communication Technology, Electronics and Telecommunication Engineering or A1 in Computer Science, Software Engineering, Computer Engineering, Information and Communication Technology, Electronics and Telecommunication Engineering with a Certifications in A+, N+ is required; Certifications in CCNA, MCSE, MCSD, MCTs (.NET),LAMP/WAMP Framework or MCITP are an added advantage</p> <p><u>Key Technical Skills & Knowledge required:-</u> Knowledge of Rwanda's Justice ICT Policies and Strategies;-Proficient in web application security and database security;- Knowledge of all database vendor versions;- Proficient in designing, writing, editing, and debugging programs and databases;- Interpersonal Skills;- Communication skills - Negotiation Skills;- Problem-solving skills;- Analytical skills a- Fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage.</p>	<p>1</p>
<p>S/Total</p>				<p>6</p>

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<p>Administration & Finance Unit</p>	<p>Director of Unit</p>	<p>Director of Administration & Finance Unit</p>	<p>A0 in Finance, Accounting, Management specialising in Finance, Accounting with Professional Qualifications CPA, ACCA and 3 years of working Experience</p> <p><u>Key Technical Skills & Knowledge required:-</u> Knowledge of Rwanda's financial management standards and procedures;- Knowledge of Accounting principles and practices and financial data reporting.- Knowledge of Rwanda Public Financial Law;- Leadership and management skills;- Planning and organisational, Budgeting skills;- Communication skills;- Strong IT skills, particularly in Financial software (SMART IFMIS);- Time management Skills- Interviewing Skills;- Judgment & Decision making skills;- Complex Problem solving;- fluent in Kinyarwanda, English and/ or French;</p>	<p>1</p>
	<p>Accountant</p>	<p>Accountant</p>	<p>A0 / A1 in Accounting with at least 3 years of working experience.</p> <p><u>Key Technical Skills & Knowledge required:</u> Knowledge of cost analysis techniques;- Knowledge to analyse complex financial information & Produce reports- Deep understanding of financial accounts;- Planning and organisational skills;- Communication skills;- Strong IT skills, particularly in Financial software (SMART IFMIS);- Judgment & Decision Making Skills;- High Analytical Skills- Interpersonal skills;- Time management Skills- Complex Problem solving;- Flexibility Skills;- Fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage</p>	<p>2</p>

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	Budget	Budget Officer	<p>A0 in Finance, Accounting, Management.</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Planning and organisational skills - Communication skills -strong IT skills -Time management skills -Team working skills -Judgement and decision making skills -interpersonal skills -complex problem solving -Deep understanding of financial accounts -Flexibility skills -knowledge of cost analysis technics -Fluent in kinyarwanda, English and / French. 	1
	Logistics	Logistics Officer	<p>A0 in Management, Accounting, Store Management, Public Administration</p> <p><u>Key Technical Skills & Knowledge required:-</u></p> <p>Knowledge of Management of Material Resources;-Knowledge of supply chain management;- Organizational Skills;- Computer Skills;- Communication Skills;- Report writing & Presentation Skills;- Analytical Skills;- Interpersonal Skills;- Time management Skills;- Negotiation Skills;- Team working Skills- Problem Solving Skills;- Fluent in Kinyarwanda, English and/ or French.</p>	1
	Secretary in Central Secretariat	Secretary in Central Secretariat	<p>A1 in Secretariat Studies ,Office Management, or A0 in Public Administration, Management</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Knowledge of Office Administration; - Communication Skills; 	1

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			<ul style="list-style-type: none"> - Computer Skills; - Interpersonal Skills; - Organizational Skills; - Stress Management Skills; - Time Management Skills; - Bookkeeping Skills; - Analytical & Problem solving Skills; - Decision Making Skills; - fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage	
S/Total				6
S/Total		Grand Total		189

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Bibonywe kugira ngo bishyirwe ku mugereka w'Iteka rya Minisitiri w'Intebe n° 36/03 ryo kuwa 11/04/2014 rishyiraho imbonerahamwe n'incamake y'imyanya y'imirimo by'Ikigo cy'Igihugu cy'Ubushakashatsi n'Iterambere mu byerekeye Inganda (NIRDA)

Kigali, kuwa 11/04/2014

(sé)

Dr. HABUMUREMYI Pierre Damien
Minisitiri w'Intebe

(sé)

MUREKEZI Anastase
Minisitiri w'Abakozi ba Leta n'Umurimo

Bibonywe kandi bishyizweho Ikirango cya Repubulika :

(sé)

BUSINGYE Johnston
Minisitiri w'Ubutabera/Intumwa Nkuru ya Leta

Seen to be annexed to the Prime Minister's Order n° 36/03 of 11/04/2014 determining the Organizational structure and summary of job positions of the National Industrial Research and Development Agency (NIRDA)

Kigali, on 11/04/2014

(sé)

Dr. HABUMUREMYI Pierre Damien
Prime Minister

(sé)

MUREKEZI Anastase
Minister of Public Service and Labour

Seen and sealed with the Seal of the Republic:

(sé)

BUSINGYE Johnston
Minister of Justice/Attorney General

Vu pour être annexé à l'Arrêté du Premier Ministre n°36/03 du 11/04/2014 déterminant la structure organisationnelle et la synthèse des emplois pour l'Agence Nationale de Recherche et de Développement Industriels (NIRDA)

Kigali, le 11/04/2014

(sé)

Dr. HABUMUREMYI Pierre Damien
Premier Ministre

(sé)

MUREKEZI Anastase
Ministre de la Fonction Publique et du Travail

Vu et scellé du Sceau de la République :

(sé)

BUSINGYE Johnston
Ministre de la Justice/ Garde des Sceaux

RC0267/12/TB/NYG

URUPAPURO RWA MBERE

URUKIKORW'IBANZERWANYARUGENGE, RURI I NYARUGENGE, RUHABURANISHIRIZA IMANZA Z'IMBONEZAMUBANO, RUCIYE MU RUHAME URUBANZA RC0267/12/TB/NYG KUWA 21/06/2012 MU BURYO BUKURIKIRA :

ABABURANA

UREGA :

MUKANTAGWERA Janvière, mwene MBYARIYEHE Gabriel na NYIRANTEZIRYAYO Julienne, wavutse muri 1963, atuye mu Umudugudu w'Inyaremba, Akagari ka Kiyovu, Umurenge wa Nyarugenge, Akarere ka Nyarugenge, Umujyi wa Kigali.

UREGWA :-

IKIBURANWA :

Kubyutsa urubanza RC 0293/11/TB/NYG rwaciye kuwa 07/05/2012

I. IMITERERE Y'URUBANZA

{1} MUKANTAGWERA Janvière yatanze ikirego muri uru urukiko asaba ko rwakwemeza izimira rya MBYARIYEHE Gabriel. Akomeza asobanura ko uyu MBYARIYEHE yari atuye muri Nyarugenge ari naho yabarizwaga, muri 1994, yahungiyeye muri CONGO ariko mu gihe bahungukaga muri 1996 aburira mu nzira bataragera ku mupaka, baramutegereje kugera muri 1999, maze kuwa 05/05/1999, begera ubuyobozi bw'icyahhoze cyitwa Komini Nyarugenge babumenyesha ko yabuze maze bakoresha iperereza bwemeza ko yazimiye kugeza magingingo aya akaba ari nta rengerero rye rizwe ari nayo mpamvu hifujwe hafatwa icyemezo ku izimira rye. Urubanza kuri iki kirego rwashyizwe kuwa 07/05/2012, ariko uwo muni urega ndetse n' umwunganizi we ntibagaragara mu rukiko bituma rurusiba, bityo hakaba haribusuzumwe niba MUKANTAGWERA Janvière yakwemererwa kubyutsa uru rubanza, ikindi kiribusuzumwe akaba ari ukwemeza ko MBYARIYEHE Gabriel yazimiye koko.

ISESENGURA RY'IBIBAZO BIGIZE URU RUBANZA

✓ Ku birebana no kubyutsa urubanza RC0293/11/TB/NYG rwasibwe kuwa 07/05/2012.

{2} Me SEMUHUNGA uhagarariye urega yabajijwe impamvu atitabye ku muni w'iburanisha bigatuma urubanza rwe rusibwa, avuga ko bari batanze ikirego koko, nyuma yaje kurwara bamuha imiti imusinziriza cyane itariki yo kuburana imurenghaho aje kubaza impamvu bamubwira ko rwasibwe ahita atanga ikirego asaba kurubyutsa, abajijwe icyerekana ko yari arwaye koko, agaragaza certificat medical yatanzwe

RC0267/12/TB/NYG

URUPAPURO RWA KABIRI

n'ibitaro bya Muhima yo kuwa 04/05/2012. Ingingo ya 51 CPCCSA nk'uko yavuguruwe kugeza ubu ivuga ko "Iyo urubanza rwasibwe mu bitabo by'urukiko mu rwego urwo arirwo rwose bitewe n'ikosa ry'ushaka kongera kurubutsa icyo kibazo cye ntigishobora kwemerwa atabanje kugaragaza impamvu ikomeye yamubujije kuza kuruburana mbere". Tubona ko ukurikije ibiteganijwe muri iyi ngingobigaragara ko Me SEMUHUNGA yari arwaye koko, bityo kutaza kuburana kwe byabaye intandaro y'isibwa ry'uru rubanza rikaba ryatewe n'uburwayi yari afite, bityo impamvu atanga ikaba yumvikana ari nayo mpomvu tobona akwiye kwemererwa kubyutsa urubanza rwavuzwe haruguru.

Ku byerekeye izimira rya MBYARIYEHE Gabriel

- {3} Me SEMUHUNGA uhagarariye urega avuga ko MBYARIYEHE Gabriel yahunze nk'abandi muri 1994, ahungira muri CONGO, ubwo impunzi zatahukaga ari nyinshi muri 1996, baratashye batari bagera ku mupaka, MBYARIYEHE ahita aburira mu nzira, baramutegereje kugeza muri 1999, baraheba, nyuma bigira inama yo kubibwira ubuyobozi bw'aho yari atuye, maze icyahoze ari Komini Nyarugenge cyikorera iperereza ndetse banemeza ko koko MBYARIYEHE Gabriel yazimiye, ubwo bajyanye icyo cyemezo babaha icyemezo cyo kuba bacunga imitungo gitanzwe n'icyahoze ari urukiko rwa mbere rw'iremezo, gusa ariko n'ubwo ibyo byakozwe akaba ari nta rubanza rwemeza izimira rya MBYARIYEHE Gabriel rwigeze rubaho, abajijwe igihe baherukira amakuru ya nyuma, avuga ko bayaheruka muri 1996, abajijwe niba umugore we bari barasezeranye avuga ko bari barasezeranye, asaza asaba urukiko ko rwashingira ku myanzuro barushyikirije maze rukemeza ko MBYARIYEHE Gabriel yazimiye koko.
- {4} RUBONA ingingo ya 40 ya CC L I ivuga "Urubanza rw'ubuzimire rucibwa hashize umwaka umwe ubuzimire bumenyeshajwe urukiko kandi rutangazwa nk'uko biteganijwe mu ngingo ya 39 CC L I. Nanone inyandiko mvaho y'urwo rubanza yohererezwa Minisitiri w'Ubucamanza akarutangaza"
- {5} RUBONA ko ukurikije ibiteganijwe muri iyi ngingo, ikirego gisaba kwemeza izimira rya MBYARIYEHE Gabriel cyatanzwe kuwa 05/05/2011, hakaba rero hari hashize umwaka icyo kirego gitanzwe, ari nayo mpamvu tubona ko hashingiwe ku bimenyetso abarega bashyikirije urukiko birime icyemezo cyatanzwe n'icyahoze ari ubuyobozi bwa Komini Nyarugenge cyo kuwa 05/1999, urubanza RC 29856/99 rwaciwe n'icyahoze ari Urukiko rwa Mbere rw'Iremezo rwa Kigali kuwa 16/09/1999, tubona ibisabwa n'abarega bifite ishingiro bityo bikaba bikwiye ko urukiko rwemeza ukuzimira kwa MBYARIYEHE Gabriel.

RC0267/12/TB/NYG

URUPAPURO RWA GATATU

II. ICYEMEZO CY'URUKIKO

- {6} RWEMEJE ko MBYARIYEHE Gabriel, mwene KARUNDI Charles na MAKWENE Marie, wavutse muri 1940, wari utuye mu Cyahafi, Commune Nyarugenge, Umujyi wa Kigali yazimiye ubwo barimo batahuka bava aho bari barahungiyeye muri Congo, amakuru ye yanyuma bakaba bayaheruka mu kwezi kwa 11/1996.
- {7} RUTEGETSE ko iki cyemezo gitangazwa nk'uko ingingo z'amategeko twavuze haruguru zibiteganyaga.
- {8} RUTEGETSE ko ingwate y'amagarama yarishywe mu gihe cyo kwinjiza ikirego ihama mu isanduku ya Leta kuko ihwanye n'ibyakoze mu rubanza.

NI UKO RUKIJWE KANDI RUSOMEWE MU RUHAME NONE KUWA 21/06/2012.

UMWANDITSI

SIMBA Samuel (sé)

UMUCAMANZA

NKUNDABAGENZI Ildephonse (sé)