

Nº 11.07.026/1339/26/HRM-CEO/fg

JOB ADVERTISEMENT

Water and Sanitation Corporations Group Ltd through its subsidiary, WASAC Development Ltd) seeks to recruit competent, qualified and motivated professionals for the following position (s) to contribute to the effective achievement of its mandate.

No	POSITION	DEPARTMENT/ UNIT	NUMBER REQUIRED
1	Water Engineers	SPIU	5
2	Legal Affairs Specialist	Development Ltd	1
TOTAL			6

1. WATER ENGINEER IN SPIU: 5 VACANCIES

Location: Head Quarter

Reports to: Water Program Manager

Nature of Contract: Short Term Contract

Key Duties and Responsibilities

1. Design, analyse, and manage water resource systems, this includes water supply, stormwater, wastewater and irrigation systems;
2. Develop designs that includes specifications, drawings and calculations;
3. Conduct feasibility studies and cost-benefit analyses for proposed projects;
4. Prepare and present technical reports and presentations to the Senior Engineers
5. Ensure that water resource systems are designed and installed per applicable codes, standards and regulations;
6. Contribute to the development of water management policies and regulations;
7. Analyze water quality parameters such as chemical composition and microbial contaminants to assess contamination levels and develop appropriate treatment processes;
8. Stay abreast of emerging technologies and industry trends related to water resources engineering;
9. Perform any other duties that may be assigned.

Minimum Requirements

1. Masters' Degree in Engineering, Civil Engineering, Mechanical Engineering or any other relevant field with at least 4 years relevant experience in a similar organization or busy function

OR

1. Bachelor's Degree in Engineering, Civil Engineering, Mechanical Engineering or any other relevant field with at least 6 years relevant experience in a similar organization.
2. Relevant professional qualification as applicable to the role. Registration with the relevant Engineering Board in Rwanda

2. LEGAL AFFAIRS SPECIALIST: 1 VACANCY

Location: Head Quarter

Reports to: Legal Affairs & Transaction Manager

Nature of Contract: Open Ended Contract

Key Duties and Responsibilities

1. Ensure compliance with relevant laws, regulations, permits, and licenses governing water resource management, environmental protection, and public health;
2. Draft, review, and negotiate contracts, agreements, and legal documents with suppliers, contractors, customers, and other stakeholders;
3. Identify legal risks and liabilities associated with water operations, infrastructure projects, and business activities, and develop strategies to mitigate such risks;
4. Conduct legal research and analysis on complex legal issues related to water rights, water quality, land use, and regulatory requirements;
5. Assist with the application and renewal of permits, licenses, and approvals required for water extraction, treatment, distribution, and discharge;
6. Provide support to internal and external legal counsel in litigation matters, administrative proceedings, and regulatory enforcement actions;
7. Assist in the development, review, and implementation of company policies, procedures, and guidelines to ensure legal compliance and risk management;
8. Collaborate with government agencies, regulatory authorities, community groups, and other stakeholders on legal and regulatory matters affecting water resources and services;



9. Provide legal training and education to employees on relevant laws, regulations, policies, and procedures related to water operations and compliance;
10. Assist in the management of legal issues and crises, such as environmental incidents, regulatory violations, and disputes, to minimize legal exposure and reputational damage to the company;
11. Perform any other duties that may be assigned.

Minimum Requirements

1. Bachelor's Degree in a relevant field of law; commercial law, international law or any other relevant field, with at least 3 years relevant experience in a similar organization or busy function.
2. Relevant professional qualification as applicable to the role such as a legal practitioner certificate.

How to Apply

Interested candidates are required to submit their application through the consulting firm contracted to conduct this recruitment on behalf of WASAC Group Ltd via the following link: <https://rightseat.rw/careers/> not later than 23...../10...../2026 at 5:00pm.

Documents to be submitted

- ✓ Job application letter addressed to the **CEO of WASAC Group Ltd.**
- ✓ A copy of Degree (s);
- ✓ A copy of service certificate (s) as proof of related work experience is a **MUST**.

Only selected candidates will be contacted.

Done at Kigali on, 07 OCT 2026

Dr. Asaph KABAASHA
Chief Executive Officer – WASAC Group Ltd

