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ITEKA RYA PEREZIDA N° 102/01 RYO KU WA 02/06/2018 RISHYIRAHO UMUNYAMABANGA MUKURU **PRESIDENTIAL ORDER N° 102/01 OF 02/06/2018 APPOINTING A SECRETARY GENERAL** **ARRÊTÉ PRESIDENTIEL N° 102/01 DU 02/06/2018 PORTANT NOMINATION D'UN SECRETAIRE GENERAL**

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ITEKA RYA PEREZIDA N°102/01 RYO KU WA 02/06/2018 RISHYIRAHO UMUNYAMABANGA MUKURU **PRESIDENTIAL ORDER N°102/01 OF 02/06/2018 APPOINTING A SECRETARY GENERAL** **ARRÊTÉ PRESIDENTIEL N°102/01 DU 02/06/2018 PORTANT NOMINATION D'UN SECRETAIRE GENERAL**

Twebwe, KAGAME Paul,
Perezida wa Repubulika;

We, KAGAME Paul,
President of the Republic;

Nous, KAGAME Paul,
Président de la République;

Dushingiye ku Itegeko Nshinga rya Repubulika y'u Rwanda ryo mu 2003 ryavuguruwe mu 2015, cyane cyane mu ngingo zaryo ya 112, iya 120 n'ya 176;

Pursuant to the Constitution of the Republic of Rwanda of 2003 revised in 2015, especially in articles 112, 120 and 176;

Vu la Constitution de la République du Rwanda de 2003 révisée en 2015, spécialement en ses articles 112, 120 et 176;

Dushingiye ku Itegeko n° 86/2013 ryo ku wa 11/09/2013 rishyiraho sitati rusange igenga abakozi ba Leta, cyane cyane mu ngingo zaryo iya 6 n'ya 8;

Pursuant to Law n° 86/2013 of 11/09/2013 establishing the General Statutes for Public Service, especially in Articles 6 and 8;

Vu la Loi n° 86/2013 du 11/09/2013 portant statut général de la fonction publique, spécialement en ses articles 6 et 8;

Dushingiye ku Itegeko n° 12/2017 ryo ku wa 07/04/2017 rishyiraho Urwego rw'Igihugu rushinzwe Ubugenzacyaha rikanagena inshingano, ububasha, imitunganyirize n'imikorere byarwo, cyane cyane mu ngingo yaryo ya 19;

Pursuant to Law n°12/2017 of 07/04/2017 establishing the Rwanda Investigation Bureau and determining its mission, powers, organisation and functioning, especially in Article 19;

Vu la Loi n°12/2017 du 07/04/2017 portant création de l'Office Rwandais d'Investigation et déterminant ses missions, ses pouvoirs, son organisation et son fonctionnement, spécialement en son Article 19;

TWATEGETSE KANDI DUTEGETSE:

HAVE ORDERED AND HEREBY ORDER:

AVONS ARRÊTÉ ET ARRETONS:

Ingingo ya mbere: Ishyirwaho

Article One: Appointment

Article premier: Nomination

Col. RUHUNGA KIBEZI Jeannot agizwe Umunyamabanga Mukuru w'Urwego rw'Igihugu rushinzwe Ubugenzacyaha (RIB).

Col. RUHUNGA KIBEZI Jeannot is appointed Secretary General of Rwanda Investigation Bureau (RIB).

Col. RUHUNGA KIBEZI Jeannot est nommé Secrétaire Général de l'Office Rwandais d'Investigation (RIB).

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<u>Ingingo ya 2:</u> Abashinzwe gushyira mu bikorwa iri teka	<u>Article 2:</u> Authorities responsible for the implementation of this Order	<u>Article 2:</u> Autorités chargées de l'exécution du présent arrêté
Minisitiri w'Intebe, Minisitiri w'Abakozi ba Leta n'Umurimo na Minisitiri w'Imari n'Igenamigambi bashinzwe gushyira mu bikorwa iri teka.	The Prime Minister, the Minister of Public Service and Labour and the Minister of Finance and Economic Planning are entrusted with the implementation of this Order.	Le Premier Ministre, le Ministre de la Fonction Publique et du Travail et le Ministre des Finances et de la Planification Economique sont chargés de l'exécution du présent arrêté.
<u>Ingingo ya 3:</u> Ivanwaho ry'ingingo zinyuranyije n'iri teka	<u>Article 3:</u> Repealing provision	<u>Article 3:</u> Disposition abrogatoire
Ingingo zose z'amateka abanziriza iri kandi zinyuranyije na ryo zivanyweho.	All prior provisions contrary to this Order are repealed.	Toutes les dispositions antérieures contraires au présent arrêté sont abrogées.
<u>Ingingo ya 4:</u> Igihe iteka ritangirira gukurikizwa	<u>Article 4:</u> Commencement	<u>Article 4:</u> Entrée en vigueur
Iri teka ritangira gukurikizwa ku muni rishyiriweho umukono. Agaciro karyo gahera ku wa 09/04/2018.	This Order comes into force on the date of its signature. It takes effect as of 09/04/2018.	Le présent arrêté entre en vigueur le jour de sa signature. Il sort ses effets à partir du 09/04/2018.

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Kigali, ku wa 02/06/2018

Kigali, on 02/06/2018

Kigali, le 02/06/2018

(sé)
KAGAME Paul
Perezida wa Repubulika

(sé)
KAGAME Paul
President of the Republic

(sé)
KAGAME Paul
Président de la République

(sé)
Dr. NGIRENTE Edouard
Minisitiri w'Intebe

(sé)
Dr. NGIRENTE Edouard
Prime Minister

(sé)
Dr. NGIRENTE Edouard
Premier Ministre

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

ITEKA RYA PEREZIDA N°103/01 RYO PRESIDENTIAL ORDER N°103/01 OF ARRÊTÉ PRESIDENTIEL N°103/01 DU
KU WA 02/06/2018 RISHYIRAHO 02/06/2018 APPOINTING A DEPUTY 02/06/2018 PORTANT NOMINATION
UMUNYAMABANGA MUKURU SECRETARY GENERAL D'UNE SECRETAIRE GENERALE
WUNGIRIJE ADJOINTE

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**ITEKA RYA PEREZIDA N°103/01 RYO PRESIDENTIAL ORDER N°103/01 OF ARRÊTÉ PRESIDENTIEL N°103/01 DU
KU WA 02/06/2018 RISHYIRAHO 02/06/2018 APPOINTING A DEPUTY 02/06/2018 PORTANT NOMINATION
UMUNYAMABANGA MUKURU SECRETARY GENERAL D'UNE SECRETAIRE GENERALE
WUNGIRIJE ADJOINTE**

Twebwe, KAGAME Paul
Perezida wa Repubulika:

We, KAGAME Paul
President of the Republic:

Nous, KAGAME Paul
Président de la République :

Dushingiye ku Itegeko Nshinga rya Repubulika y'u Rwanda ryo mu 2003 ryavuguruwe mu 2015, cyane cyane mu ngingo yaryo ya 112, 120 n'ya 176;

Pursuant to the Constitution of the Republic of Rwanda of 2003 revised in 2015, especially in articles 112, 120 and 176;

Vu la Constitution de la République du Rwanda de 2003 révisée en 2015, spécialement en ses articles 112, 120 et 176;

Dushingiye ku Itegeko n° 86/2013 ryo ku wa 11/09/2013 rishyiraho sitati rusange igenga abakozi ba Leta, cyane cyane mu ngingo yaryo ya 6 n'ya 8;

Pursuant to Law n° 86/2013 of 11/09/2013 establishing the General Statutes for Public Service especially in Articles 6 and 8;

Vu la Loi n° 86/2013 du 11/09/2013 portant statut général de la fonction publique, spécialement en ses articles 6 et 8;

Dushingiye ku Itegeko n° 12/2017 ryo ku wa 07/04/2017 rishyiraho Urwego rw'Igihugu rushinzwe Ubugenzacyaha rikanagena inshingano, ububasha, imitunganyirize n'imikorere byarwo, cyane cyane mu ngingo yaryo ya 19;

Pursuant to Law n°12/2017 of 07/04/2017 establishing the Rwanda Investigation Bureau and determining its mission, powers, organisation and functioning, especially in Article 19;

Vu la Loi n°12/2017 du 07/04/2017 portant création de l'Office Rwandais d'Investigation et déterminant ses missions, ses pouvoirs, son organisation et son fonctionnement, spécialement en son article 19;

TWATEGETSE KANDI DUTEGETSE:

HAVE ORDERED AND HEREBY ORDER:

AVONS ARRÊTÉ ET ARRETONS:

Ingingo ya mbere: Ishyirwaho

Article One: Appointment

Article premier: Nomination

Madamu KALIHANGABO Isabelle agizwe Umunyamabanga Mukuru Wungirije w'Urwego rw'Igihugu rushinzwe Ubugenzacyaha (RIB).

Ms. KALIHANGABO Isabelle is appointed Deputy Secretary General of Rwanda Investigation Bureau (RIB).

Mme KALIHANGABO Isabelle est nommée Secrétaire Générale Adjointe de l'Office Rwandais d'Investigation (RIB).

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<u>Ingingo ya 2:</u> Abashinzwe gushyira mu bikorwa iri teka	<u>Article 2:</u> Authorities responsible for the implementation of this Order	<u>Article 2:</u> Autorités chargées de l'exécution du présent arrêté
Minisitiri w'Intebe, Minisitiri w'Abakozi ba Leta n'Umurimo na Minisitiri w'Imari n'Igenamigambi bashinzwe gushyira mu bikorwa iri teka.	The Prime Minister, the Minister of Public Service and Labour and the Minister of Finance and Economic Planning are entrusted with the implementation of this Order.	Le Premier Ministre, le Ministre de la Fonction Publique et du Travail et le Ministre des Finances et de la Planification Economique sont chargés de l'exécution du présent arrêté.
<u>Ingingo ya 3:</u> Ivanwaho ry'ingingo zinyuranyije n'iri teka	<u>Article 3:</u> Repealing provision	<u>Article 3:</u> Disposition abrogatoire
Ingingo zose z'amateka abanziriza iri kandi zinyuranyije na ryo zivanyweho.	All prior provisions contrary to this Order are repealed.	Toutes les dispositions antérieures contraires au présent arrêté sont abrogées.
<u>Ingingo ya 4:</u> Igihe Iteka ritangirira gukurikizwa	<u>Article 4:</u> Commencement	<u>Article 4:</u> Entrée en vigueur
Iri teka ritangira gukurikizwa ku muni rishyiriweho umukono. Agaciro karyo gahera ku wa 09/04/2018.	This Order comes into force on the date of its signature. It takes effect as of 09/04/2018.	Le présent arrêté entre en vigueur le jour de sa signature. Il sort ses effets à partir du 09/04/2018.

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Kigali, ku wa 02/06/2018

(sé)
KAGAME Paul
Perezida wa Repubulika

(sé)
Dr. NGIRENTE Edouard
Minisitiri w'Intebe

**Bibonywe kandi bishyizweho Ikirango cya
Repubulika:**

(sé)
BUSINGYE Johnston
Minisitiri w'Ubutabera/ Intumwa Nkuru ya
Leta

Kigali, on 02/06/2018

(sé)
KAGAME Paul
President of the Republic

(sé)
Dr. NGIRENTE Edouard
Prime Minister

**Seen and sealed with the Seal of the
Republic:**

(sé)
BUSINGYE Johnston
Minister of Justice/ **Attorney General**

Kigali, le 02/06/2018

(sé)
KAGAME Paul
Président de la République

(sé)
Dr. NGIRENTE Edouard
Premier Ministre

Vu et scellé du Sceau de la République:

(sé)
BUSINGYE Johnston
Ministre de la Justice/ Garde des Sceaux

ITEKA RYA PEREZIDA N°104/01 RYO KU
WA 02/06/2018 RISHYIRAHU
IMISHAHARA N'IBINDI BIGENERWA
ABAKOZI B'URWEGO RW'IGIHUGU
RUSHINZWE UBUGENZACYAHA

PRESIDENTIAL ORDER N°104/01 OF
02/06/2018 DETERMINING SALARIES AND
FRINGE BENEFITS FOR THE
EMPLOYEES OF RWANDA
INVESTIGATION BUREAU

ARRÊTÉ PRESIDENTIEL N°104/01 DU
02/06/2018 DÉTERMINANT LES
SALAIRES ET AVANTAGES ACCORDES
AU PERSONEL DE L'OFFICE RWANDAIS
D'INVESTIGATION

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Général de RIB**

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Général Adjoint de RIB**

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Article 11: Autorités chargées de l'exécution du présent arrêté

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ITEKA RYA PEREZIDA N°104/01 RYO KU WA 02/06/2018 RISHYIRAHO IMISHAHARA N'IBINDI BIGENERWA ABAKOZI B'URWEGO RW'IGIHUGU RUSHINZWE UBUGENZACYAHA

PRESIDENTIAL ORDER N°104/01 OF 02/06/2018 DETERMINING SALARIES AND FRINGE BENEFITS FOR THE EMPLOYEES OF RWANDA INVESTIGATION BUREAU

ARRÊTÉ PRESIDENTIEL N°104/01 DU 02/06/2018 DETERMINANT LES SALAIRES ET AVANTAGES ACCORDES AU PERSONNEL DE L'OFFICE RWANDAIS D'INVESTIGATION

Twebwe, KAGAME Paul,
Perezida wa Repubulika;

We, KAGAME Paul,
President of the Republic;

Nous, KAGAME Paul,
Président de la République;

Dushingiye ku Itegeko Nshinga rya Repubulika y'u Rwanda ryo mu 2003 ryavuguruwe mu 2015, cyane cyane mu ngingo zaryo, iya 112, iya 120, iya 122 n'iya 176;

Pursuant to the Constitution of the Republic of Rwanda of 2003 revised in 2015, especially in Articles 112, 120, 122 and 176;

Vu la Constitution de la République du Rwanda de 2003 révisée en 2015, spécialement en ses articles 112, 120, 122 et 176;

Dushingiye ku Itegeko n° 12/2017 ryo ku wa 07/04/2017 rishyiraho Urwego rw'Igihugu rushinzwe Ubugenzacyaha rikanagena inshingano, ububasha, imitunganyirize n'imikorere byarwo, cyane cyane mu ngingo yaryo ya 28;

Pursuant to Law n° 12/2017 of 07/04/2017 establishing the Rwanda Investigation Bureau and determining its mission, powers, organisation and functioning, especially in Article 28;

Vu la Loi n° 12/2017 du 07/04/2017 portant création de l'Office Rwandais d'Investigation et déterminant ses missions, ses pouvoirs, son organisation et son fonctionnement, spécialement en son article 28;

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 ku wa 11/04/2018, imaze kubisuzuma no kubyemeza.

After consideration and approval by the Cabinet, in its session of 11/04/2018.

Après examen et adoption par le Conseil des Ministres, en sa séance du 11/04/2018.

TWATEGETSE KANDI DUTEGETSE:

HAVE ORDERED AND HEREBY ORDER:

AVONS ARRÊTÉ ET ARRETONS:

Ingingo ya mbere: Icyo iri teka rigamije

Article One: Purpose of this Order

Article premier: Objet du présent arrêté

Iri teka rishyiraho imishahara n'ibindi bigenerwa abakozi b'Urwego rw'Igihugu rushinzwe Ubugenzacyaha (RIB).

This Order determines salaries and fringe benefits for the employees of Rwanda Investigation Bureau (RIB).

Le présent arrêté détermine les salaires et autres avantages accordés au personnel de l'Office Rwandais d'Investigation (RIB).

Ingingo ya 2: Igenwa ry'Umushahara

Imishahara y'Abakozi ba RIB igenwa hashingiwe ku mbonerahamwe y'urutonde rw'imirimo kandi hakurikijwe amahame ngenderwaho mu kubara imishahara mu butegetsi bwa Leta.

Urwego, umubare fatizo, agaciro k'umubare fatizo n'umushahara mbumbe kuri buri mwanya w'umurimo muri RIB biri ku mugereka w'iri teka.

Ingingo ya 3: Ibigize umushahara mbumbe

Umushahara mbumbe wa buri kwezi ku mukozi wa RIB ukubiyemo iby'ingenzi bikurikira:

- 1 ° umushahara fatizo;
- 2 ° indamunite y'icumbi;
- 3 ° indamunite y'urugendo;
- 4 ° inkunga ya Leta mu bwiteganyirize bw'umukozi;
- 5 ° inkunga ya Leta yo kuvuza umukozi.

Indamunite y'urugendo ivugwa mu gika cy'iyi ngingo ntigenerwa Abayobozi bari ku nzego z'imirimo za "D", "E", "F", "G/1.IV" na "H/2" boroherezwa ingendo hakurikijwe amabwiriza ya Minisitiri ufite gutwara abantu n'ibintu mu nshingano ze. Ntihakwa kandi n'abakozi bari ku rwego rwa "3" bagenerwa indamunite yihariye

Article 2: Determination of salary

Salaries for employees of RIB are determined basing on the job classification and in accordance with general principles on salary calculation in public service.

The level, index value and the gross salary corresponding to each job position in RIB are annexed to this Order.

Article 3: Composition of the gross salary

The monthly gross salary for each employee of RIB is mainly composed of the following:

- 1 ° basic salary;
- 2 ° housing allowance;
- 3 ° transport allowance;
- 4 ° State contribution for social security;
- 5 ° State contribution for medical care.

The transport allowance specified in Paragraph One of this Article is not granted to officials positioned on levels "D", "E", "F", "G/1.IV" and "H/2" whose transport is facilitated in accordance with instructions of the Minister in charge of transport. It is not also granted to employees positioned on level "3" who are entitled to special

Article 2: Détermination du salaire

Les salaires accordés au personnel de RIB sont déterminés suivant la classification des emplois et conformément aux principes généraux de fixation des salaires dans la fonction publique.

Le niveau, l'indice, la valeur indiciaire et le salaire brut correspondant à chaque emploi au sein de RIB sont en annexe du présent arrêté.

Article 3: Composition du salaire brut

Le salaire brut mensuel pour chaque agent de RIB comprend principalement ce qui suit:

- 1 ° le salaire de base;
- 2 ° l'indemnité de logement;
- 3 ° l'indemnité de transport;
- 4 ° la contribution de l'Etat à la sécurité sociale;
- 5 ° la contribution de l'Etat aux soins médicaux.

L'indemnité de transport visée à l'alinéa premier du présent article n'est pas allouée aux agents de l'Etat aux postes de niveau "D", "E", "F", "G/1.IV" et "H/2" pour lesquels le transport est facilité selon les instructions du Ministre ayant le transport dans ses attributions. Elle n'est pas non plus allouée aux agents affectés aux postes de

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y'urugendo hakurikijwe amabwiriza ya Minisitiri ufite Abakozi ba Leta mu nshingano ze.

transport allowance in accordance with instructions of the Minister in charge of public service.

niveau "3" qui bénéficient d'une indemnité spéciale de transport conformément aux instructions du Ministre ayant la fonction publique dans ses attributions.

Ingingo ya 4: Ibindi bigenerwa Umunyamabanga Mukuru wa RIB

Article 4: Fringe benefits for Secretary General of RIB

Article 4: Avantages alloués au Secrétaire Général de RIB

Umunyamabanga Mukuru wa RIB agenerwa buri kwezi ibi bikurikira:

The Secretary General of RIB is entitled every month to the following benefits:

Le Secrétaire Général de RIB bénéficie chaque mois des avantages suivants:

- 1 ° amafaranga y'u Rwanda ibihumbi ijana (100.000 FRW) y'itumanaho rya telefoni, interineti na fagisi byo mu biro;
- 2 ° amafaranga y'u Rwanda ibihumbi mirongo ine (40.000 FRW) y'itumanaho rya interineti igendanwa;
- 3 ° amafaranga y'u Rwanda ibihumbi ijana na mirongo itanu (150.000 FRW) y'itumanaho rya telefoni igendanwa;
- 4 ° amafaranga y'u Rwanda ibihumbi magana atatu (300.000 FRW) yo kwakira abashyitsi mu kazi anyuzwa kuri konti ya RIB;
- 5 ° amafaranga y'u Rwanda ibihumbi magana atanu y'u Rwanda (500.000 FRW) y'icumbi;
- 6 ° amafaranga y'u Rwanda miliyoni eshanu (5,000,000 FRW) yo kwigurira ibikoresho byo mu nzu iyo atangiye imirimo. Aya mafaranga atangwa rimwe

- 1 ° one hundred thousand Rwandan francs (FRW 100,000) for office telephone, fax and internet communication allowance;
- 2 ° forty thousand Rwandan francs (FRW 40,000) for wireless internet connection;
- 3 ° one hundred and fifty thousand Rwandan francs (FRW 150,000) for mobile phone communication allowance;
- 4 ° three hundred thousand Rwandan francs (FRW 300,000) for office entertainment allowance transferred to the RIB's account;
- 5 ° five hundred Rwandan francs (FRW 500,000) for monthly housing allowance;
- 6 ° five million Rwandan francs (FRW 5,000,000) to purchase house furniture and equipment when he or she takes up office. This allowance is granted only

- 1 ° cent mille francs rwandais (100.000 FRW) de frais de communication par téléphone, fax et internet de bureau;
- 2 ° quarante mille francs rwandais (40.000 FRW) de frais de communication d'internet sans fil;
- 3 ° cent cinquante mille francs rwandais (150.000 FRW) de frais de communication par téléphone portable;
- 4 ° trois cent mille francs rwandais (300.000 FRW) de frais de représentation au service transférés au compte de RIB;
- 5 ° cinq cent mille francs rwandais (500.000 FRW) d'indemnité de logement;
- 6 ° cinq millions de francs rwandais (5,000,000 FRW) pour l'achat du mobilier et autre équipement domestique lorsqu'il entre en fonction. Cette allocation est accordée une seule fois

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gusa kabone n'ubwo habaho guhindurirwa umwanya w'umurimo.

once even when there is a change in the post.

même en cas de changement de poste de travail.

Amafaranga y'icumbi avugwa mu gace ka 5° k'igika cya mbere cy'iyi ngingo ntahabwa Umunyamabanga Mukuru, iyo yahawe na Leta inkunga y'icumbi yatanzwe ingunga imwe, ingana na miliyoni cumi n'ebyiri z'amafaranga y'u Rwanda (12.000.000 FRW), mu gihe hakurikijwe amategeko yabigengaga.

The monthly housing allowance stipulated under point 5° of Paragraph One of this Article is not granted to the Secretary General if he or she received the fixed sum accommodation allowance equivalent to twelve million Rwandan francs (FRW 12,000,000) in respect of relevant prior legal provisions.

L'indemnité mensuelle de logement visée au point 5° de l'alinéa premier du présent article n'est pas allouée au Secrétaire Général s'il a bénéficié d'une indemnité forfaitaire de logement équivalant à douze million de francs rwandais (12.000.000 FRW) conformément aux dispositions légales antérieures.

Ingingo ya 5: Ibindi bigenerwa Umunyamabanga Mukuru Wungirije wa RIB

Article 5: Fringe benefits for Deputy Secretary General of RIB

Article 5: Avantages alloués au Secrétaire Général Adjoint de RIB

Umunyamabanga Mukuru Wungirije wa RIB agenerwa buri kwezi ibi bikurikira:

The Deputy Secretary General of RIB is entitled every month to the following:

Le Secrétaire Général Adjoint de RIB bénéficie chaque mois des avantages suivants:

- 1° amafaranga y'u Rwanda ibihumbi ijana (100.000 FRW) y'itumanaho rya telefoni, interineti na fagisi byo mu biro;
- 2° amafaranga y'u Rwanda ibihumbi mirongo ine (40.000 FRW) y'itumanaho rya interineti igendanwa;
- 3° amafaranga y'u Rwanda ibihumbi ijana na mirongo itanu (150.000 FRW) y'itumanaho rya telefoni igendanwa;
- 4° amafaranga y'u Rwanda ibihumbi magana abiri (200,000 FRW) yo kwakira abashyitsi mu kazi anyura kuri konti ya RIB.

- 1° one hundred thousand Rwandan francs (FRW 100,000) for office telephone, fax and internet communication allowance;
- 2° forty thousand Rwandan francs (FRW 40,000) for wireless internet connection;
- 3° one hundred and fifty thousand Rwandan francs (FRW 150,000) for mobile phone communication allowance;
- 4° two hundred thousand Rwandan francs (200,000 FRW) of office entertainment allowance transferred to RIB's account.

- 1° les frais de communication par téléphone, fax et internet de bureau équivalant à cent mille francs rwandais (100.000 FRW);
- 2° quarante mille francs rwandais (40.000 FRW) de frais de communication d'internet sans fil;
- 3° cent cinquante mille francs rwandais (150.000 FRW) de frais de communication par téléphone portable;
- 4° deux cent mille francs rwandais (200.000 FRW) de frais de représentation au service domiciliés au compte de RIB.

Ingingo ya 6: Ibindi bigenerwa Abayobozi Bakuru bari ku rwego rwa “F”

Abayobozi Bakuru bari ku rwego rwa “F” bagenerwa buri kwezi amafaranga y’u Rwanda ibihumbi ijana (100.000 FRW) yo kwishyura telefoni yo mu biro n’ibihumbi ijana (100.000 FRW) ya telefoni igendanwa;

Ingingo ya 7: Ibindi bigenerwa Heads of Departments bari ku rwego rwa “G/1.IV”

Heads of Departments bari ku rwego rwa “G/1.IV” bagenerwa buri kwezi amafaranga y’u Rwanda ibihumbi ijana (100.000 FRW) y’itumanaho rya telefoni yo mu biro n’ibihumbi ijana (100.000 FRW) y’itumanaho rya telefone igendanwa.

Ingingo ya 8: Ibindi bigenerwa Abayobozi bakuru bari ku rwego rwa “H/2.III”

Abayobozi bakuru bari ku rwego rwa “H/2.III” bafite itsinda ry’abakozi bayobora bagenerwa buri kwezi amafaranga y’u Rwanda ibihumbi mirongo irindwi (70.000 FRW) y’itumanaho rya telefoni yo mu biro n’ibihumbi mirongo irindwi (70.000 FRW) y’itumanaho rya telefone igendanwa;

Abayobozi bakuru bari ku rwego rwa “H/2.III” badafite itsinda ry’abakozi bayobora bagenerwa buri kwezi amafaranga y’u Rwanda ibihumbi

Article 6: Fringe benefits of Director Generals on “F” Job classification level

Director Generals on “F” Job classification level are entitled every month to one hundred thousand Rwandan francs (100,000 FRW) for office landline and one hundred thousand Rwandan francs (100,000 FRW) for mobile phone.

Article 7: Fringe benefits for Heads of Departments on “G/1.IV” job classification level

Heads of Departments on “G/1.IV” job classification level are entitled every month to one hundred thousand Rwandan francs (100,000 FRW) for office land line communication and one hundred thousand Rwandan francs (100,000 FRW) for mobile phone communication.

Article 8: Fringe benefits for Senior Officials on “H/2.III” job classification level

Senior Officials on “H/2.III” job classification level with a pool of staff members under their supervision are entitled every month to seventy thousand Rwandan francs (FRW 70,000) for office land line and seventy thousand Rwandan francs (FRW 70,000) for mobile phone communication allowance;

Senior Officials on “H/2.III” job classification level without a pool of staff members under their supervision are entitled every month to seventy

Article 6: Avantages alloués aux Directeurs Généraux au poste de niveau “F”

Les Directeurs Généraux au poste de niveau “F” bénéficient chaque mois de cent mille francs rwandais (100.000 FRW) de communication par téléphone de bureau et cent mille francs rwandais (100.000 FRW) de frais de téléphone portable.

Article 7: Avantages alloués au Chefs de Départements au poste de niveau “G/1.IV”

Les Chefs de Départements au poste de niveau “G/1.IV” bénéficient chaque mois de cent mille francs Rwandais (100.000 FRW) de frais de communication par téléphone de bureau et cent mille francs rwandais (100.000 FRW) de frais de téléphone portable.

Article 8: Avantages alloués aux Hauts Cadres au poste de niveau “H/2.III”

Les hauts cadres au poste de niveau “H/2.III” ayant les employés sous leur supervision bénéficient chaque mois de soixante-dix mille francs Rwandais (70.000 FRW) de frais de communication par téléphone de bureau et soixante-dix mille francs rwandais (70.000 FRW) de frais de communication par téléphone portable;

Les hauts cadres au poste de niveau “H/2.III” n’ayant pas les employés sous leur supervision bénéficient chaque mois de soixante-dix mille

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mironko irindwi (70.000 FRW) y'itumanaho rya telefoni igendanwa.

Ingingo ya 9: Ibindi bigenerwa Abayobozi b'Amashami na Specialists bari ku rwego rw'imirimo rwa "3"

Abayobozi b'Amashami na *Specialists* bari ku rwego rw'imirimo rwa "3" bagenerwa buri kwezi amafaranga y'u Rwanda ibihumbi mironko itatu (30.000 FRW) y'itumanaho rya telefoni igendanwa;

Abayobozi b'Amashami bari ku rwego rw'imirimo rwa "3.II" bafite itsinda ry'abakozi bayobora hashingiwe ku mbonerahamwe yemewe y'Urwego bakorera, bagenerwa kandi buri kwezi amafaranga y'u Rwanda ibihumbi ijana (100,000 FRW) ya telefoni yo mu biro.

Ingingo ya 10: Indamunite z'urugendo rw'imodoka

Iyo Abayobozi Bakuru bari ku rwego rwa "D", "E", "F", G/1.IV na "H/2" bagiye mu butumwa imbere mu Gihugu bakoresheje imodoka zabo, Leta ibagenera indamunite y'urugendo hakurikijwe ibiteganywa n'amabwiriza ya Minisitiri ufite gutwara abantu n'ibintu mu nshingano ze.

Ingingo ya 11: Abashinzwe gushyira mu bikorwa iri teka

Minisitiri w'Abakozi ba Leta n'Umurimo, Minisitiri w'Ibikorwa Remezo na Minisitiri

thousand Rwandan francs (FRW 70,000) for mobile phone communication allowances.

Article 9: Fringe benefits for Directors of Units and Specialists on "3" job classification level

Directors of Units and Specialists on "3" job classification level are entitled every month to thirty thousand Rwandan francs (FRW 30,000) for mobile phone communication allowances;

Directors of Units on level "3.II" with a pool of employees under their responsibilities in accordance with the approved organizational structure are also entitled to one hundred thousand Rwandan francs (FRW 100,000) per month for office telephone.

Article 10: Mileage allowances

When Senior Officials on levels "D", "E", "F", G/1.IV and "H/2" go on official mission inside the country by using their vehicles, the State pay them mileage allowances in accordance with the instructions of the Minister in charge of transport.

Article 11: Authorities responsible for the implementation of this Order

The Minister of Public Service and Labour, the Minister of Infrastructure and the Minister of

francs rwandais (70.000 FRW) de frais de communication par téléphone portable.

Article 9: Avantages alloués aux Directeurs des Unités et aux Spécialistes au poste de niveau "3"

Les Directeurs des Unités et Spécialistes au poste de niveau "3" bénéficient chaque mois trente mille francs rwandais (30.000 FRW) de frais de communication par téléphone portable;

Les Directeurs d'Unités au poste de niveau "3.II" ayant des agents placés sous leurs responsabilités suivant la structure organisationnelle approuvée, bénéficient de cent mille francs rwandais (100.000 FRW) de frais de communication par téléphone de bureau.

Article 10: Indemnités kilométriques

Lors que les hauts cadres aux postes de niveaux "D", "E", "F", G/1.IV et "H/2" vont en missions officielles à l'intérieur du pays en utilisant leurs véhicules ; l'Etat leur octroie des indemnités kilométriques conformément aux instructions du Ministre ayant le transport dans ses attributions.

Article 11: Autorités chargées de l'exécution du présent arrêté

Le Ministre de la Fonction Publique et du Travail, le Ministre de l'Infrastructure et le Ministre des Finances et de la Planification

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w'Imari n'Igenamigambi bashinzwe gushyira mu bikorwa iri teka.

Finance and Economic Planning are entrusted with the implementation of this Order.

Economique sont chargés de l'exécution du présent arrêté.

Ingingo ya 12: Ivanwaho ry'ingingo zinyuranyije n'iri teka

Article 12: Repealing provision

Article 12: Disposition abrogatoire

Ingingo zose z'amateka abanziriza iri kandi zinyuranyije na ryo bivanyweho.

All prior provisions contrary to this Order are repealed.

Toutes les dispositions antérieures contraires au présent Arrêté sont abrogées.

Ingingo ya 13: Igihe iteka ritangira gukurikizwa

Article 13: Commencement

Article 13: Entrée en vigueur

Iri teka ritangira gukurikizwa ku muni ritangarijweho mu Igazeti ya Leta ya Repubulika y'u Rwanda. Agaciro karyo gahera ku wa 09/04/2018.

This Order comes into force on the date of its publication in the Official Gazette of the Republic of Rwanda. It takes effect as of 09/04/2018.

Le présent arrêté entre en vigueur le jour de sa publication au Journal Officiel de la République du Rwanda. Il sort ses effets à partir du 09/04/2018.

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Kigali, ku wa 02/06/2018

Kigali, on 02/06/2018

Kigali, le 02/06/2018

(sé)

KAGAME Paul
Perezida wa Repubulika

(sé)

KAGAME Paul
President of the Republic

(sé)

KAGAME Paul
Président de la République

(sé)

Dr. NGIRENTE Edouard
Prime Minister

(sé)

Dr. NGIRENTE Edouard
Prime Minister

(sé)

Dr. NGIRENTE Edouard
Premier Ministre

**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 W'ITEKA RYA PEREZIDA	ANNEX TO THE PRESIDENTIAL ORDER	ANNEXE A L'ARRÊTÉ PRESIDENTIEL
N°104/01 RYO KU WA 02/06/2018	N°104/01 OF 02/06/2018 DETERMINING	N°104/01 DU 02/06/2018 DETERMINANT LES
RISHYIRAHO IMISHAHARA N'IBINDI	SALARIES AND FRINGE BENEFITS FOR	SALAIRES ET AVANTAGES ACCORDES AU
BIGENERWA ABAKOZI	THE EMPLOYEES OF RWANDA	PERSONEL DE L'OFFICE RWANDAIS
B'URWEGO RW'IGIHUGU RUSHINZWE	INVESTIGATION BUREAU	D'INVESTIGATION
UBUGENZACYAHA		

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RIB SALARY STRUCTURE				
POST	I.V	Level	Index	Gross Salary (FRW/Month)
Secretary General	500	D	3,819	2,541,695
Deputy Secretary General	500	E	3,156	2,017,360
DG of Crime Investigations	441	F	2,869	1,617,505
DG of Crime Intelligence and Counter Terrorism	441	F	2,869	1,617,505
DG Admin and finance (CBM)	441	F	2,869	1,617,505
Head of Interpol & Cooperation Department	400	1.IV	2,608	1,333,657
Head of Inspection & Compliance Department	400	1.IV	2,608	1,333,657
Counter Terrorism Division Manager	400	2.III	1,890	1,085,308
Inspector	400	2.III	1,890	1,085,308
General Crime Against State Security & People Division Manager	400	2.III	1,890	1,085,308
Economic & Financial Crimes Division Manager	400	2.III	1,890	1,085,308
Specialized Crime Division Manager	400	2.III	1,890	1,085,308
Gender Based Violence (GBV) Crimes Division Manager	400	2.III	1,890	1,085,308
Cyber – Crime Investigation Division Manager	400	2.III	1,890	1,085,308
Investigation Support Division Manager	400	2.III	1,890	1,085,308
Intelligence Collection Division Manager	400	2.III	1,890	1,085,308
Research & Analysis Division Manager	400	2.III	1,890	1,085,308
Crime Research & Prevention Division Manager	400	2.III	1,890	1,085,308
Advisor to SG	400	2.III	1,890	1,085,308
Chief Investigator at Provincial Bureau	400	2.III	1,890	1,085,308
Investigation Analyst	400	2.III	1,890	1,085,308

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Communication Analyst	400	2.III	1,890	1,085,308
Director of Crimes Against State Security Unit	400	3.II	1,369	814,962
Director of Crimes Against People Unit	400	3.II	1,369	814,962
Director of Crime Scene Response Unit	400	3.II	1,369	786,131
Director of Anti- Public Embezzlement & Corruption Unit	400	3.II	1,369	814,962
Director of Economic & Financial Crimes Unit	400	3.II	1,369	814,962
Director of Anti-Narcotics & Illicit Goods Unit	400	3.II	1,369	814,962
Director of Environmental Crime Unit	400	3.II	1,369	786,131
Director of Anti Human Trafficking Unit	400	3.II	1,369	814,962
Director of Family & Child Protection Unit	400	3.II	1,369	814,962
Director of Isange One Stop Center Unit	400	3.II	1,369	814,962
Director of Criminal Records & Case File Orientation Unit	400	3.II	1,369	814,962
Director of Suspects & Exhibits Handling Unit	400	3.II	1,369	786,131
Director of Intelligence Operations Unit	400	3.II	1,369	786,131
Director of Tactical Response Unit	400	3.II	1,369	814,962
Director of CBRNE Unit	400	3.II	1,369	814,962
Director of Counter Terrorism Awareness Unit	400	3.II	1,369	814,962
Director of Counter Terrorism Analysis Unit	400	3.II	1,369	814,962
Director of Finance Unit	400	3.II	1,369	786,131
Director of ICT Unit	400	3.II	1,369	814,962
Director of Planning, M&E Unit	400	3.II	1,369	786,131
Director of Administration& HR Unit	400	3.II	1,369	786,131
Advisor to the Deputy SG	400	3.II	1,369	786,131
Public Relation Specialist	400	3.II	1,369	786,131
I24/7 & Communication Specialist	400	3.II	1,369	786,131
Fugitive Tracking Specialist	400	3.II	1,369	786,131

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International Cooperation Specialist	400	3.II	1,369	786,131
Crime Research Specialist	400	3.II	1,369	786,131
Crime Prevention Specialist	400	3.II	1,369	786,131
Public Security & Terrorism Crime Specialist	400	3.II	1,369	786,131
Crimes against persons & Property Specialist	400	3.II	1,369	786,131
Public Embezzlement and Corruption Specialist	400	3.II	1,369	786,131
Financial Crimes Specialist	400	3.II	1,369	786,131
Drug Trafficking Specialist	400	3.II	1,369	786,131
ATHB Specialist	400	3.II	1,369	786,131
Domestic & Sexual Violence Specialist	400	3.II	1,369	786,131
AGBV Awareness Specialist	400	3.II	1,369	786,131
Digital Forensic Specialist	400	3.II	1,369	786,131
Cyber Fraud Specialist	400	3.II	1,369	786,131
Crime Statistics & Report Specialist	400	3.II	1,369	786,131
Human Intelligence Specialist	400	3.II	1,369	786,131
Technical Intelligence Specialist	400	3.II	1,369	786,131
Open Source Intelligence Specialist	400	3.II	1,369	786,131
Research Specialist	400	3.II	1,369	786,131
Analysis Specialist	400	3.II	1,369	786,131
Tactical Response Specialist	400	3.II	1,369	786,131
CBRNE Specialist	400	3.II	1,369	786,131
Community Awareness Specialist	400	3.II	1,369	786,131
Counter Terrorism Specialist	400	3.II	1,369	786,131
Terrorism Financing Specialist	400	3.II	1,369	786,131
Procurement Specialist	400	3.II	1,369	786,131
High Counsel Affairs specialist	400	3.II	1,369	786,131
Legal affairs specialist	400	3.II	1,369	786,131

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Software Development Senior Engineer	400	3.II	1,369	786,131
Crime Intelligence Officer at Provincial Bureau	400	4.III	1,313	746,459
Chief Investigator at District Bureau	400	4.III	1,313	746,459
Communication Officer	400	4.II	1,141	648,675
HR Officer	400	4.II	1,141	648,675
Capacity Building Officer	400	4.II	1,141	648,675
Crime Intelligence Officer at District Bureau	400	4.II	1,141	648,675
Internal Auditor	400	5.II	951	540,657
Crime Research Officer	400	5.II	951	540,657
Crime Prevention Officer	400	5.II	951	540,657
Public Security Crime Investigator	400	5.II	951	540,657
Terrorism Crime Investigator	400	5.II	951	540,657
Crimes against persons Investigator	400	5.II	951	540,657
Crimes against Property Investigator	400	5.II	951	540,657
Crime Scene Response Investigator	400	5.II	951	540,657
Public Embezzlement Investigator	400	5.II	951	540,657
Anti corruption Investigator	400	5.II	951	540,657
Economic Crimes Investigator	400	5.II	951	540,657
Financial Crimes Investigator	400	5.II	951	540,657
Drug Trafficking Investigator	400	5.II	951	540,657
Illicit & Counterfeit Goods Crime Investigator	400	5.II	951	540,657
Environmental Crimes Investigator	400	5.II	951	540,657
ATHB Crimes Investigator	400	5.II	951	540,657
Domestic & Sexual Violence Investigator	400	5.II	951	540,657
Child Protection Investigator	400	5.II	951	540,657
AGBV Awareness Officer	400	5.II	951	540,657

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Counselling Officer	400	5.II	951	540,657
Coordination & Monitoring Officer	400	5.II	951	540,657
Digital Forensic Investigator	400	5.II	951	540,657
Malware Investigator	400	5.II	951	540,657
Cyber Fraud Investigator	400	5.II	951	540,657
Crime Report Officer	400	5.II	951	540,657
Public Request Clearance Officer	400	5.II	951	540,657
Chain of Custody Officer	400	5.II	951	540,657
Investigative Operator	400	5.II	951	540,657
Human Intelligence Officer	400	5.II	951	540,657
Technical Intelligence Officer	400	5.II	951	540,657
Open Source Intelligence Officer	400	5.II	951	540,657
CBRNE Officer	400	5.II	951	540,657
Community Awareness Officer	400	5.II	951	540,657
Counter Terrorism Officer	400	5.II	951	540,657
Terrorism Financing Officer	400	5.II	951	540,657
Planning Officer	400	5.II	951	540,657
M&E Officer	400	5.II	951	540,657
Accountant	400	5.II	951	540,657
Budget Officer	400	5.II	951	540,657
Procurement Officer	400	5.II	951	540,657
Logistics Officer	400	5.II	951	540,657
Logistics Officer at Provincial Level	400	5.II	951	540,657
Maintenance Officer	400	5.II	951	540,657
System Networking Administrator	400	5.II	951	540,657
Database & Application Administrator	400	5.II	951	540,657
Maintenance Technician	400	5.II	951	540,657

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Administrative Assistant to the SG	400	5.II	951	540,657
Administrative Assistant to the DSG	400	5.II	951	540,657
Administrative Assistant to the DGs	400	5.II	951	540,657
Administrative Liaison Officer	400	5.II	951	540,657
124/7 & Communication Officer	400	6.II	793	450,832
Fugitive tracking officer	400	6.II	793	450,832
Archives & Documentation Officer	400	6.II	793	450,832
Customer Care Officer	400	6.II	793	450,832
Chief Assistant of Investigation at Station Bureau	400	7.II	660	375,219
Head of Central Secretariat	400	7.II	660	375,219
Administrative Assistant to the Head of Departments	400	7.II	660	375,219
Fugitive Tracking Support Staff	400	8.II	508	288,805
Assistant Investigator at Station Bureau	400	8.II	508	288,805
Crime Intelligence Staff at Station Bureau	400	8.II	508	288,805
Case files reception officer	400	8.II	508	288,805
Cashier	400	8.II	508	288,805
Surveillance Officer	400	8.II	508	288,805
Operation Officer	400	8.II	508	288,805
Tactical Response Team Officer	400	8.II	508	288,805
Storekeeper	400	8.II	508	288,805
Secretary in Central Secretariat	400	8.II	508	288,805
Secretary to Finance Unit	400	8.II	508	288,805
Secretary to RIB High Council	400	8.II	508	288,805
Drivers	400	10.II	300	170,554

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Bibonywe kugira ngo bishyirwe ku mugereka w'Iteka rya Perezida n°104/01 ryo ku wa 02/06/2018 rishyiraho imishahara n'ibindi bigenerwa abakozi b'Urwego rw'Igihugu rushinzwe Ubugenzacyaha

Kigali, ku wa 02/06/2018

(sé)
KAGAME Paul
Perezida wa Repubulika

(sé)
Dr. NGIRENTE Edouard
Prime Minister
Bibonywe kandi bishyizweho Ikirango cya Repubulika:

(sé)
BUSINGYE Johnston
Minisitiri w'Ubutabera/Intumwa Nkuru ya Leta

Seen to be annexed to the Presidential Order n°104/01 of 02/06/2018 determining salaries and fringe benefits for the employees of Rwanda Investigation Bureau

Kigali, on 02/06/2018

(sé)
KAGAME Paul
President of the Republic

(sé)
Dr. NGIRENTE Edouard
Prime Minister
Seen and Sealed with the Seal of the Republic:

(sé)
BUSINGYE Johnston
Minister of Justice/Attorney General

Vu pour être annexé à l'Arrêté Présidentiel n°104/01 du 02/06/2018 déterminant les salaires et autres avantages accordés au personnel de l'Office Rwandais d'Investigation

Kigali, le 02/06/2018

(sé)
KAGAME Paul
Président de la République

(sé)
Dr. NGIRENTE Edouard
Premier Ministre
Vu et scellé du Sceau de la République:

(sé)
BUSINGYE Johnston
Ministre de la Justice/Garde des Sceaux

ITEKA RYA MINISITIRI W'INTEBE
N°93/03 RYO KU WA 04/06/2018
RISHYIRAHO IMBONERAHAMWE
Y'IMYANYA Y'IMIRIMO
Y'URWEGO RW'IGIHUGU
RUSHINZWE UBUGENZACYAHA

PRIME MINISTER'S ORDER N°93/03
OF 04/06/2018 DETERMINING
ORGANIZATIONAL STRUCTURE OF
RWANDA INVESTIGATION BUREAU

ARRÊTÉ DU PREMIER MINISTRE
No93/03 DU 04/06/2018 PORTANT
STRUCTURE
ORGANISATIONNELLE DE
L'OFFICE RWANDAIS
D'INVESTIGATION

ISHAKIRO

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**ITEKA RYA MINISITIRI W'INTEBE
N°93/03 RYO KU WA 04/06/2018
RISHYIRAHO IMBONERAHAMWE
Y'IMYANYA Y'IMIRIMO
Y'URWEGO RW'IGIHUGU
RUSHINZWE UBUGENZACYAHA**

**PRIME MINISTER'S ORDER N°93/03
OF 04/06/2018 DETERMINING
ORGANIZATIONAL STRUCTURE OF
RWANDA INVESTIGATION BUREAU**

**ARRÊTÉ DU PREMIER MINISTRE
N°93/03 DU 04/06/2018 PORTANT
STRUCTURE
ORGANISATIONNELLE DE
L'OFFICE RWANDAIS
D'INVESTIGATION**

Minisitiri w'Intebe;

Ashingiye ku Itegeko Nshinga rya Repubulika y'u Rwanda ryo mu 2003 ryavuguruwe mu 2015, cyane cyane mu ngingo zaryo, iya 119, iya 120, iya 122 n'iya 176;

Ashingiye ku Itegeko n° 12/2017 ryo ku wa 07/04/2017 rishyiraho Urwego rw'Igihugu rushinzwe Ubugenzacyaha rikanagena inshingano, ububasha, imitunganyirize n'imikorere byarwo, cyane cyane mu ngingo yaryo ya 26;

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

Inama y'Abaminisitiri, yateranye ku wa 11/04/2018, imaze kubisuzuma no kubyemeza;

ATEGETSE:

The Prime Minister;

Pursuant to the Constitution of the Republic of Rwanda of 2003 revised in 2015, especially in Articles 119, 120, 122 and 176;

Pursuant to Law n° 12/2017 of 07/04/2017 establishing the Rwanda Investigation Bureau and determining its mission, powers, organisation and functioning, especially in Article 26;

On proposal by the Minister of Public Service and Labour;

After consideration and approval by the Cabinet, in its session of 11/04/2018;

HEREBY ORDERS:

Le Premier Ministre;

Vu la Constitution de la République du Rwanda de 2003 révisée en 2015, spécialement en ses articles 119, 120, 122 et 176;

Vu la Loi n° 12/2017 du 07/04/2017 portant création de l'Office Rwandais d'Investigation et déterminant ses missions, ses pouvoirs, son organisation et son fonctionnement, spécialement en son article 26;

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

Après examen et adoption par le Conseil des Ministres, en sa séance du 11/04/2018;

ARRÊTÉ:

Ingingo ya mbere: Icyo iri teka rigamije

Iri teka rishyiraho imbonerahamwe y'imyanya y'imirimu y'Urwego rw'Igihugu rushinzwe Ubugenzacyaha (RIB).

Ingingo ya 2: Imbonerahamwe y'imyanya y'imirimu n'ibisabwa ku myanya y'imirimu

Imbonerahamwe y'imyanya y'imirimu n'ibisabwa ku myanya y'imirimu muri RIB biri ku mugereka wa I n'uwa II y'iri teka.

Ingingo ya 3: Abashinzwe gushyira mu bikorwa iri teka

Minisitiri w'Imari n'Igenamigambi, Minisitiri w'Abakozi ba Leta n'Umurimo na Minisitiri w'Ibikorwa Remezo bashinzwe gushyira mu bikorwa iri teka.

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

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

Ingingo ya 5: Igihe iteka ritangira gukurikizwa

Iri teka ritangira gukurikizwa ku muni ritangarijweho mu Igazeti ya Leta ya Repubulika y'u Rwanda. Agaciro karyo gahera ku wa 09/04/2018.

Article One: Purpose of this Order

This Order determines the Organizational Structure of Rwanda Investigation Bureau (RIB).

Article 2: Organizational structure and job profiles

The organizational structure and job profiles for RIB are in annexes I and II of this Order.

Article 3: Authorities responsible for the implementation of this Order

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

Article 4: Repealing provision

All prior provisions contrary to this Order are repealed.

Article 5: Commencement

This Order comes into force on the date of its publication in the Official Gazette of the Republic of Rwanda. It takes effect as of 09/04/2018.

Article premier: Objet du présent arrêté

Le présent arrêté fixe la structure organisationnelle de l'Office Rwandais d'Investigation (RIB).

Article 2: Structure organisationnelle et profils d'emplois

La structure organisationnelle et les profils d'emplois de RIB sont en annexes I et II du présent arrêté.

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

Le Ministre des Finances et de la Planification Economique, le Ministre de la Fonction Publique et du Travail et le Ministre des Infrastructures 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 publication au Journal Officiel de la République du Rwanda. Il sort ses effets à partir du 09/04/2018.

Official Gazette n°24bis of 11/06/2018

Kigali, ku wa 04/06/2018

Kigali, on 04/06/2018

Kigali, le 04/06/2018

(sé)
Dr. NGIRENTE Edouard
Minisitiri w'Intebe

(sé)
Dr. NGIRENTE Edouard
Prime Minister

(sé)
Dr. NGIRENTE Edouard
Premier Ministre

(sé)
RWANYINDO KAYIRANGWA Fanfan
Minisitiri w'Abakozi ba Leta n'Umurimo

(sé)
RWANYINDO KAYIRANGWA Fanfan
Minister of Public Service and Labour

(sé)
RWANYINDO KAYIRANGWA Fanfan
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

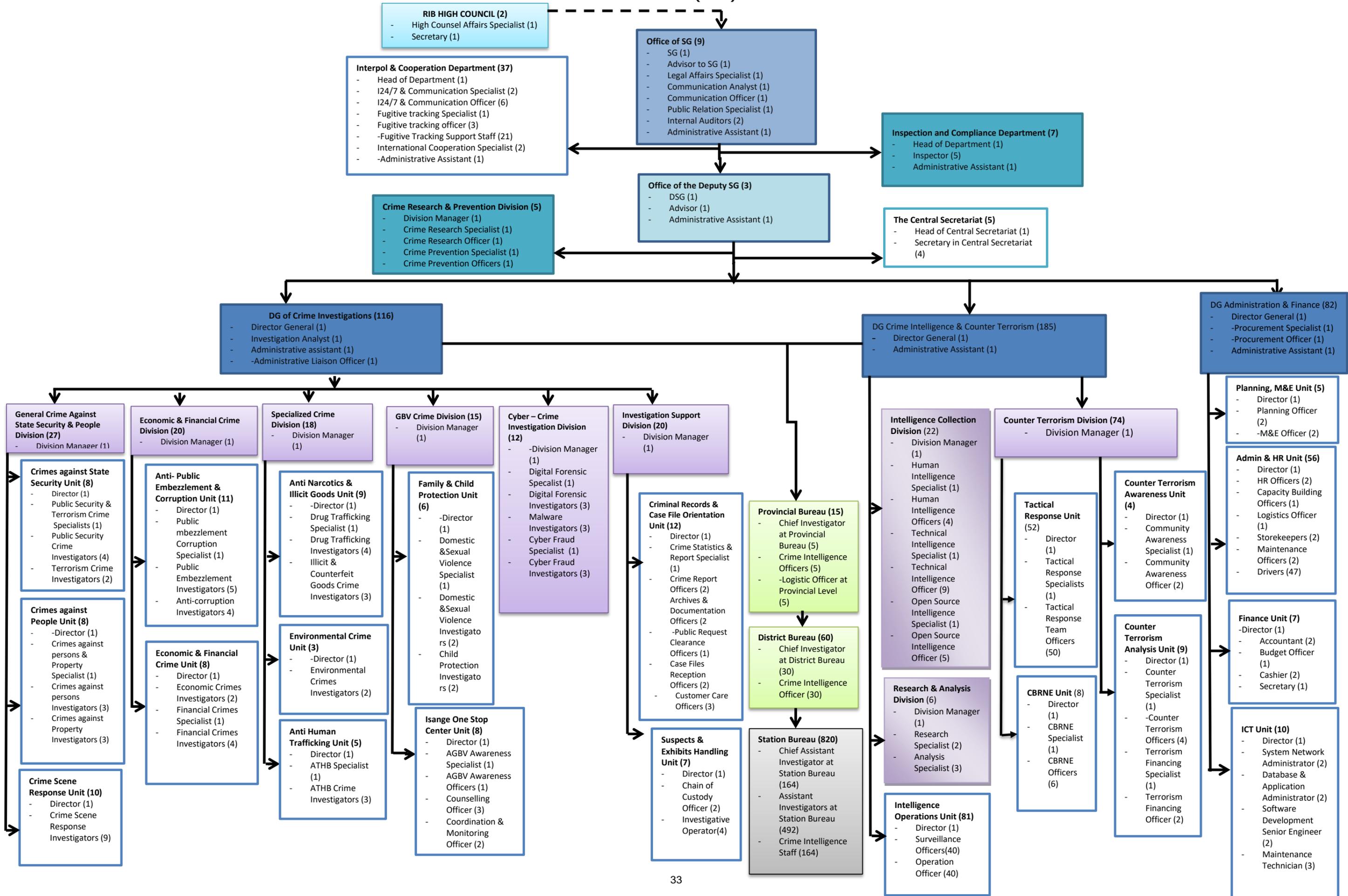
(sé)
BUSINGYE Johnston
Ministre de la Justice/Garde des Sceaux

**UMUGEREKA WA I W'ITEKA RYA
MINISITIRI W'INTEBE N°93/03 RYO KU
WA 04/06/2018 RISHYIRAHU
IMBONERAHAMWE Y'IMYANYA
Y'IMIRIMO Y'URWEGO RW'IGIHUGU
RUSHINZWE UBUGENZACYAHA**

**ANNEX I TO PRIME MINISTER'S
ORDER N°93/03 OF 04/06/2018
DETERMINING ORGANIZATIONAL
STRUCTURE OF RWANDA
INVESTIGATION BUREAU**

**ANNEXE I A L'ARRETE DU PREMIER
MINISTRE N°93/03 DU 04/06/2018
PORTANT STRUCTURE
ORGANISATIONNELLE DE L'OFFICE
RWANDAIS D'INVESTIGATION**

Official Gazette n°24bis of 11/06/2018
RWANDA INVESTIGATION BUREAU (RIB) ORGANIZATIONAL CHART



Official Gazette n°24bis of 11/06/2018

Bibonywe kugira ngo bishyirwe ku mugereka w'Iteka rya Minisitiri w'Intebe N°93/03 ryo ku wa 04/06/2018 rishyiraho imbonerahamwe y'imyanya y'imirimu y'Urwego rw'Igihugu rushinzwe Ubugenzacyaha.

Seen to be annexed to the Prime Minister's Order N°93/03 of 04/06/2018 determining organizational structure of Rwanda Investigation Bureau.

Vu pour être annexé à l'Arrêté du Premier Ministre N°93/03 du 04/06/2018 portant structure organisationnelle de l'Office Rwandais d'Investigation.

Kigali, ku wa 04/06/2018

(sé)

Dr. NGIRENTE Edouard

Minisitiri w'Intebe

(sé)

RWANYINDO KAYIRANGWA Fanfan

Minisitiri w'Abakozi ba Leta n'Umurimo

**Bibonywe kandi bishyizweho Ikirango
cya Repubulika:**

(sé)

BUSINGYE Johnston

Minisitiri w'Ubutabera/Intumwa Nkuru ya
Leta

Kigali, on 04/06/2018

(sé)

Dr. NGIRENTE Edouard

Prime Minister

(sé)

RWANYINDO KAYIRANGWA Fanfan

Minister of Public Service and Labour

**Seen and sealed with the Seal of the
Republic:**

(sé)

BUSINGYE Johnston

Minister of Justice/Attorney General

Kigali, le 04/06/2018

(sé)

Dr. NGIRENTE Edouard

Premier Ministre

(sé)

RWANYINDO KAYIRANGWA Fanfan

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

UMUGEREKA WA II W'ITEKA RYA MINISITIRI W'INTEBE N°93/03 RYO KU WA 04/06/2018 RISHYIRAHU IMBONERAHAMWE Y'IMYANYA Y'IMIRIMO Y'URWEGO RW'IGIHUGU RUSHINZWE UBUGENZACYAHA	ANNEX II TO PRIME MINISTER'S ORDER N°93/03 OF 04/06/2018 DETERMINING ORGANIZATIONAL STRUCTURE OF RWANDA INVESTIGATION BUREAU	ANNEXE II A L'ARRETE DU PREMIER MINISTRE N°93/03 DU 04/06/2018 PORTANT STRUCTURE ORGANISATIONNELLE DE L'OFFICE RWANDAIS D'INVESTIGATION
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RIB JOB DESCRIPTION AND PROFILES

Administrative Unit	Job Title	Title of Job positions linked to the Job	Job Profile	Jobs
The office of the Secretary General	Secretary General	Secretary General	Political Appointee	1
	Administrative Assistant	Administrative Assistant to the SG	<p>Bachelor's degree in Secretarial Studies, Office Management, Public Administration, Management, Administrative Sciences, Sociology, Social Work or Law or A1 in Secretarial Studies, Office Management with 2 years of working experience.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Office Management Skills; - Excellent Communication, organizational and interpersonal Skills; - Computer knowledge (Word Processing, Power Point and Internet); - Analytical and problem solving skills; - Time management skills; - Fluent in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	1
	Advisor to the SG	Advisor to the SG	<p>Bachelor's degree in Law with 7 years of experience in law enforcement agency and advanced and specialized courses in criminal investigation or crime intelligence or Master's degree in Law, Criminal Justice, Criminal Investigation or Criminal Law with 3 years of experience in law enforcement agency and advanced and specialized courses in criminal investigation or crime intelligence.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - High standards of professional ethics and Secrecy; - Ability to prepare Power Point Presentation, Concept papers, Talking points and other relevant documents in relation to the task of the SG; - Ability to link criminal justice process and the respect of human rights; - Ability to review and coordinate the drafting of laws, rules and regulations, MoUs and other legal documents; 	1

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			<ul style="list-style-type: none"> - Responsive, prompt, effective, impartial and equitable provision of services; - Devotion and serving public interest; - Accountability for administrative decisions; - Computer literacy; - Transparency and provision to the public of timely and accurate information; - Customer Care; - Time management; - Zero tolerance to corruption, rape and sexual harassment; - Decency and integrity; - Fluency in Kinyarwanda, English French and/or Swahili; knowledge of all is an advantage. 	
	Legal Affairs Specialist	Legal Affairs Specialist	<p>Bachelor’s degree in Law, with 3 years of working experience or Master’s degree in Law.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to link criminal justice process and the respect of human rights; - Ability to coordinate the drafting of laws, rules and regulations, MoUs and other legal documents; - Leadership skills; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; 	1

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			<ul style="list-style-type: none"> - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Communication Analyst	Communication Analyst	<p>Master's degree in Public Relations, Media, Journalism, Communication or Law with 3 years of working experience or Bachelor's degree in Public Relations, Media, Journalism, communication or Law with 6 years of working experience. Having undergone leadership and managerial courses.</p> <p>Key technical skills and knowledge acquired:</p> <ul style="list-style-type: none"> - Having undergone leadership and managerial courses; - Maximum knowledge on the working of law enforcement agencies in particular and the criminal Justice in general; - Ability to write and produce presentations and press releases; - Knowledge in dealing with enquiries from the public, the media, and related organizations; - Able to speak in public at interviews, press conferences and presentations; - Capacity to analyse media coverage; - Liaising with clients, managerial and journalistic staff about budgets, timescales and objectives; - Knowledge in designing, writing and/or producing presentations, press releases, articles, leaflets, 'in-house' journals, reports, publicity brochures, information for web sites and promotional videos; - Excellent communication skills both orally and in writing; - Excellent interpersonal skills; - Good IT skills; - Presentation skills; - Ability to prioritize and plan effectively; - Awareness of different media agendas; - Creativity; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	1

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	Communication Officer	Communication Officer	<p>Bachelor's degree in Public Relations, Media, Journalism, communication or Law with working experience of 2 years.</p> <p>Key technical skills and knowledge acquired:</p> <ul style="list-style-type: none"> - Ability to write and produce presentations and press releases; - Knowledge in dealing with enquiries from the public, the media, and related organizations; - Able to speak in public at interviews, press conferences and presentations; - Capacity to analyse media coverage; - Liaising with clients, managerial and journalistic staff about budgets, timescales and objectives; - Knowledge in designing, writing and/or producing presentations, press releases, articles, leaflets, 'in-house' journals, reports, publicity brochures, information for web sites and promotional videos; - Excellent communication skills both orally and in writing; - Excellent interpersonal skills; - Good IT skills; - Presentation skills; - Ability to prioritize and plan effectively; - Awareness of different media agendas; - Creativity; - Fluency in Kinyarwanda English, French and/or Swahili; knowledge of all is an advantage. 	1
	Public Relations Specialist	Public Relations Specialist	<p>Master's degree in Public Relations, Media, Journalism with 2 years of working experience or Bachelor's degree in in Public Relations, Media or Journalism with working experience of 4 years. Having undergone leadership and managerial courses.</p> <p>Key technical skills and knowledge acquired:</p> <ul style="list-style-type: none"> - Maximum knowledge on the working of law enforcement agencies in particular and the criminal Justice in general; - Ability to write and produce presentations and press releases; - Knowledge in dealing with enquiries from the public, the media, and related organizations; 	1

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			<ul style="list-style-type: none"> - Able to speak in public at interviews, press conferences and presentations; - Capacity to analyse media coverage; - Liaising with clients, managerial and journalistic staff about budgets, timescales and objectives; - Knowledge in designing, writing and/or producing presentations, press releases, articles, leaflets, 'in-house' journals, reports, publicity brochures, information for web sites and promotional videos; - Excellent communication skills both orally and in writing; - Excellent interpersonal skills; - Good IT skills; - Presentation skills; - Ability to prioritize and plan effectively; - Awareness of different media agendas; - Creativity; - Fluency in Kinyarwanda, English French and/or Swahili; knowledge of all is an advantage. 	
	Internal Auditor	Internal Auditor	<p>Bachelor's degree in Accounting, Public Finance or Management specializing in Finance/Accounting.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Detailed knowledge of financial and Audit Standards, HR & Financial Regulations, and Procedures; - Financial software; - Planning skills; - High Analytical skills; - Report writing and presentation Skills; - Time management skills; - Excellent problem-solving skills and clear logical thinking; - Fluency in Kinyarwanda, English French, and/or Swahili; knowledge of all is an advantage. 	2
S/Total				9

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The Office of Deputy Secretary General	Deputy Secretary General	Deputy Secretary General	Political Appointee	1
	Advisor	Advisor to the DSG	<p>Bachelor's degree in Law with 5 years of working experience in law enforcement agency with advanced and specialized courses in criminal investigation or crime intelligence or Master's degree in law enforcement, Criminal Justice or Criminal Investigation with 2 years of working experience.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - High standards of professional ethics and Secrecy; - Ability to prepare Power Point Presentation, Concept papers, Talking points and other relevant documents in relation to the task of the DSG; - Ability to link criminal justice process and the respect of human rights; - Ability to review and coordinate the drafting of laws, rules and regulations, MoUs and other legal documents; - Efficient, effective and economic use of resources; - Responsive, prompt, effective, impartial and equitable provision of services; - Devotion and serving public interest; - Accountability for administrative decisions; - Computer literacy; - Transparency and provision to the public of timely and accurate information; - Customer Care; - Time management; - Zero tolerance to corruption, rape and sexual harassment; - Decency and integrity; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	1

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	Administrative Assistant	Administrative Assistant to the DSG	<p>Bachelor's degree in Secretarial Studies, Office Management, Public Administration, Management, Administrative Sciences, Sociology, Social Work or Law or A1 in Secretarial Studies or Office Management.</p> <p>Key Technical Skills, Knowledge required and competencies:</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; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	1
S/Total				3
The office of Central Secretariat	Head of Central Secretariat	Head of Central Secretariat	<p>Bachelor's degree in Public Administration, Management, Administrative Sciences, Sociology, Social Work or Law, or A1 in Secretarial Studies or Office Management with 2 years of working experience.</p> <p>Key technical skills and knowledge acquired:</p> <ul style="list-style-type: none"> - High standards of professional ethics and Secrecy; - Office Management Skills; - Excellent Communication; - Organizational, Interpersonal Skills; - Computer knowledge (Work Processing, Power Point and Internet); - Analytical and problem solving skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	1
	Secretary	Secretary in Central Secretariat	<p>A1 in Secretarial Studies, Office Management or Bachelor's degree in Public Administration, Management, Administrative Sciences, Sociology, Social Work or Law.</p> <p>Key technical skills and knowledge acquired:</p> <ul style="list-style-type: none"> - Office Management Skills; - Excellent Communication; 	4

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			<ul style="list-style-type: none"> - Organizational, Interpersonal Skills; - Computer knowledge (Work Processing, Power Point and Internet); - Analytical and problem solving skills; - Time management skills; - Fluency in Kinyarwanda, English and/or French and Swahili; knowledge of all is an advantage. 	
S/Total				5
The office of the RIB Council	High Council Affairs Specialist	High Council Affairs Specialist	<p>Bachelor's degree in Law, Public Administration, Administrative Sciences with 3 years of experience in law enforcement agency with advanced and specialized courses in criminal investigation or crime intelligence or Master's degree in Law, Criminal Investigation, Criminal Law, Public Administration or Administrative Sciences.</p> <p>Key technical skills and knowledge acquired:</p> <ul style="list-style-type: none"> - High standards of professional ethics and Secrecy; - Office Management Skills; - Excellent Communication, - Organizational, Interpersonal Skills; - Computer knowledge (Work Processing, Power Point presentation and Internet); - Analytical and problem solving skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	1

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	The Secretary of RIB High Council	The Secretary of RIB High Council	<p>A1 in Secretarial Studies or Office Management, or Bachelor's degree in Public Administration, Management, Administrative Sciences, Sociology, Social Work or Law.</p> <p>Key technical skills and knowledge acquired:</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, French and/or Swahili; knowledge of all is an advantage. 	1
S/Total				2
The Office of Inspection and Compliance Department	Head of Department	Head of Inspection and Compliance Department	<p>Bachelor's degree in Law with 8 years of working experience in law enforcement agency, criminal investigation or intelligence activities or Master's degree in Law enforcement, Criminal Justice, Criminal Law, Criminal Intelligence, International and Comparative Law or Public International Law with 5 years of working experience in law enforcement agency.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - High standards of professional ethics and Secrecy; - Efficient, effective and economic use of resources; - Responsive, prompt, effective, impartial and equitable provision of services; - Devotion and serving public interest; - Accountability for administrative decisions; - Computer literacy; - Transparency and provision to the public of timely and accurate information; - Customer Care; - Time management; - Zero tolerance to corruption, rape and sexual harassment; - Decency and integrity; 	1

Official Gazette n°24bis of 11/06/2018

			<ul style="list-style-type: none"> - Fluency in Kinyarwanda, English French and/or Swahili; knowledge of all is an advantage. 	
	Inspector	Inspector	<p>Bachelor's degree in Law with 5 years of working experience in law enforcement agency, criminal investigation or intelligence activities or Master's degree in Law Enforcement, Criminal Law, Criminal Justice, Criminology, Criminal Intelligence, International and Comparative Law or Public International Law with 3 years of working experience in law enforcement agency.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - High standards of professional ethics and Secrecy; - Efficient, effective and economic use of resources; - Responsive, prompt, effective, impartial and equitable provision of services; - Devotion and serving public interest; - Accountability for administrative decisions; - Computer literacy; - Transparency and provision to the public of timely and accurate information; - Customer Care; - Time management; - Zero tolerance to corruption, rape and sexual harassment; - Decency and integrity; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	5
	Administrative Assistant	Administrative Assistant to the Head Inspection and Compliance Department	<p>A1 in Secretarial Studies, Office Management or bachelor's degree in Public Administration, Management, Administrative Sciences, Sociology, Social Work or Law.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Office Management Skills; - Excellent Communication; - Organizational, Interpersonal Skills; - Computer knowledge (Work Processing, Power Point and Internet); 	1

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			<ul style="list-style-type: none"> - Analytical and problem solving skills; - Time management skills; - Fluent in Kinyarwanda, English, French and/or Swahili, knowledge of all is an advantage. 	
S/Total				7
The Office of Crime research and Prevention Division Manager	Prevention Division Manager	Prevention Division Manager	<p>Master's degree in Criminal Justice, Statistics with 3 years of experience or Bachelor's degree in Law or Statistics with 6 years of experience in law enforcement agency, criminal investigation or intelligence activities.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Trainings in crime analysis and prevention - High standards of professional ethics and Secrecy; - Efficient, effective and economic use of resources; - Responsive, prompt, effective, impartial and equitable provision of services; - Devotion and serving public interest; - Accountability for administrative decisions; - Computer literacy; - Transparency and provision to the public of timely and accurate information; - Customer Care; - Time management; - Zero tolerance to corruption, rape and sexual harassment; - Decency and integrity; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	1
	Crime research specialist	Crime research specialist	<p>Bachelor's degree in Law, Statistics or Mathematics with 4 years of experience in law enforcement agency, criminal investigation or intelligence activities or Master's degree in Law, Statistics or Mathematics with 2 years of experience in law enforcement agency, criminal investigation or intelligence activities.</p>	1

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			<p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Trainings in crime investigation or intelligence research and analysis; - High standards of professional ethics and Secrecy; - Efficient, effective and economic use of resources; - Responsive, prompt, effective, impartial and equitable provision of services; - Devotion and serving public interest; - Accountability for administrative decisions; - Computer literacy; - Transparency and provision to the public of timely and accurate information; - Customer Care; - Time management; - Zero tolerance to corruption, rape and sexual harassment; - Decency and integrity; - Fluency in Kinyarwanda, English French and/or Swahili; knowledge of all is an advantage. 	
	Crime Research Officer	Crime Research Officer	<p>Bachelor's degree in Law, Statistics, Mathematics with 2 years of working experience in law enforcement agency, criminal investigation or intelligence activities.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Trainings in crime investigation or intelligence research and analysis; - High standards of professional ethics and Secrecy; - Efficient, effective and economic use of resources; - Responsive, prompt, effective, impartial and equitable provision of services; - Devotion and serving public interest; - Accountability for administrative decisions; - Computer literacy; - Transparency and provision to the public of timely and accurate information; - Customer Care; 	1

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			<ul style="list-style-type: none"> - Time management; - Zero tolerance to corruption, rape and sexual harassment; - Decency and integrity; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Crime Prevention Specialist	Crime Prevention Specialist	<p>Bachelor's degree in Law, Statistics or Mathematics with 4 years of experience in law enforcement agency, criminal investigation or intelligence activities or Master's degree in Law, Statistics or Mathematics with 2 years of working experience in law enforcement agency, criminal investigation or intelligence activities.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Trainings in crime analysis and prevention; - High standards of professional ethics and Secrecy; - Efficient, effective and economic use of resources; - Responsive, prompt, effective, impartial and equitable provision of services; - Devotion and serving public interest; - Accountability for administrative decisions; - Computer literacy; - Transparency and provision to the public of timely and accurate information; - Customer Care; - Time management; - Zero tolerance to corruption, rape and sexual harassment; - Decency and integrity; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	1
	Crime Prevention Officer	Crime Prevention Officer	<p>Bachelor's degree in Law with 2 years of experience in law enforcement agency, criminal investigation or intelligence activities.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Trainings in crime analysis and prevention; - High standards of professional ethics and Secrecy; - Efficient, effective and economic use of resources; 	1

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			<ul style="list-style-type: none"> - Responsive, prompt, effective, impartial and equitable provision of services; - Devotion and serving public interest; - Accountability for administrative decisions; - Computer literacy; - Transparency and provision to the public of timely and accurate information; - Customer Care; - Time management; - Zero tolerance to corruption, rape and sexual harassment; - Decency and integrity; - Fluency in Kinyarwanda, English French and/or Swahili; knowledge of all is an advantage. 	
S/Total				5
The office of Head INTERPOL and cooperation Department	Head of Department	Head INTERPOL and cooperation Department	<p>Bachelor's degree in Law, communication, International Relations, Public Administration, Management or Business Administration with 8 years of working experience or Master's degree in Law Enforcement, Criminal Law, Criminal Justice, Criminology, Criminal Intelligence, International And Comparative Law, Public International Law, communication, International Relation, Public Administration, Management or Business Administration with 5 years of working experience.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Leadership and Managerial skills; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Knowledge of the legal cooperation and mutual legal assistance; - Ability to give strategic guidance, instructions and orientation on the adoption and implementation of crime prevention strategies; - Ability to coordinate criminal investigation, countrywide; - Leadership skills; - High analytical skills; - Report writing and presentation skills; 	1

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			<ul style="list-style-type: none"> - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Administrative Assistant	Administrative Assistant to the Head INTERPOL and cooperation Department	<p>AI in Secretarial Studies, Office Management or Bachelor's degree in Public Administration, Management, Administrative Sciences, Sociology, Social Work, Law.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Office Management Skills; - Excellent Communication, - Organizational, Interpersonal Skills; - Computer knowledge (Word Processing, Power Point and Internet); - Analytical and problem solving skills; - Time management skills; - Fluent in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	1
	I24/7 Communication specialist	I24/7 Communication specialist	<p>Bachelor's degree in Law, Communication or International Relations with 4 years of working experience and advanced or professional courses in relation to INTERPOL communication or Master's degree in Law Enforcement, Criminal Law, Criminal Justice, Criminology, Criminal Intelligence, International And Comparative Law, Public International Law, communication, International Relations, Public Administration, Management, Business Administration, Communication or International Relation with 2 years of working experience and advanced or professional courses in relation to INTERPOL communication.</p>	2

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			<p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Extensive knowledge and understanding of the Rwandan and international Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Knowledge of the legal cooperation and mutual legal assistance; - Leadership skills; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	I24/7 Communication officer	I24/7 Communication officer	<p>Bachelor's degree in Law, Communication, International Relations, criminal investigation or crime Intelligence.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - A thorough understanding of the I24/7 system; - Good understanding of the work of law enforcement agencies and the criminal justice system; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; 	6

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			- Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage.	
	International Cooperation Specialist	International Cooperation Specialist	<p>Bachelor's degree in Law, Communication or International Relations with 4 years of working experience in law enforcement agency or Master's degree in Law, Communication, International Relations with 2 years of working experience in law enforcement agency.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Extensive knowledge and understanding of the Rwandan and international Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Knowledge of the legal cooperation and mutual legal assistance; - Ability to give strategic guidance, instructions and orientation on the adoption and implementation of crime prevention and investigation strategies; - Leadership and Managerial skills; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	2
	Fugitive tracking Specialist	Fugitive tracking Specialist	Bachelor's degree in Law, communication, International Relation, Public Administration, Management or Business Administration with 4 years of working experience and advanced/professional courses in relation to INTERPOL working system or Master's degree in Law, communication, International Relation, Public Administration, Management or Business Administration with 2 years of working experience and advanced/professional courses in relation to INTERPOL working system.	1

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			<p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Extensive knowledge and understanding of the Rwandan and international Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Knowledge of the legal cooperation and mutual legal assistance; - Leadership skills; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili, knowledge of all is an advantage. 	
	Fugitive tracking Support Officer	Fugitive tracking Officer	<p>Bachelor’s degree in Law, communication, International Relation, Public Administration, Management or Business Administration with 2 years of working experience and advanced/professional courses in relation to INTERPOL working system.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Knowledge of the legal cooperation and mutual legal assistance; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	3

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	Fugitive tracking support staff	Fugitive tracking support staff	<p>Bachelor's degree in Law, communication, International Relation, Public Administration, Management or Business Administration.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Computer Literacy; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	21
S/Total				37
The office of Director General Crime Investigation	Director General	Director General of Crime Investigation	Cabinet Appointee	1
	Investigation Analyst	Investigation Analyst	<p>Master's degree in Law Enforcement, Criminal Law, Criminal Justice, Criminology, Criminal Intelligence, International And Comparative Law or Public International Law with 5 years of working experience or Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 7 years of working experience in criminal investigation and advanced Professional courses in Investigation.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to link criminal justice process and the respect of human rights; 	1

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			<ul style="list-style-type: none"> - Leadership skills; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Administrative Assistant	Administrative Assistant to the Director General of Crime Investigation	<p>A1 in Secretarial Studies, Office Management or Bachelor's degree in Public Administration, Management, Administrative Sciences, Sociology, Social Work or Law.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Office Management Skills; - Excellent Communication; - Organizational, Interpersonal Skills; - Computer knowledge (Word Processing, Power Point and Internet); - Analytical and problem solving skills; - Time management skills; - Fluent in Kinyarwanda, English French and/or Swahili; knowledge of all is an advantage. 	1
	Administrative Liaison Officer	Administrative Liaison Officer	<p>A1 in Secretarial Studies, Office Management or Bachelor's degree in Public Administration, Management, Administrative Sciences, Sociology, Social Work or Law.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Office Management Skills; - Excellent Communication, Organizational and Interpersonal Skills; 	1

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			<ul style="list-style-type: none"> - - Computer knowledge (Work Processing, Power Point and Internet); - Analytical and problem solving skills; - -Time management skills; - - Fluency in Kinyarwanda, English French and/or Swahili, knowledge of all is an advantage. 	
S/Total				4
Crimes Against State Security and People Division	Division Manager	Crimes Against State Security and People Division Manager	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 6 years of working experience or Master's degree in Law Enforcement, Criminal Law, Criminal Justice, Criminology, Criminal Intelligence, International and Comparative Law, Public International Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 3 years of working experience.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Leadership and Managerial skills; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to give strategic guidance, instructions and orientation on the adoption and implementation of crime prevention strategies; - Ability to coordinate criminal investigation, countrywide; - Leadership skills; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; 	1

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			<ul style="list-style-type: none"> - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
S/Total				1
crimes against State Security Unit	Director of	Director of crimes against State Security Unit	<p>Bachelor's degree in Law, Management, Finance, Public Finance ,Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations and Social Studies with 3 years of working experience and advanced/professional courses in crime intelligence/investigation and management of scene of crimes or Master's degree in Law Enforcement, Criminal Law, Criminal Justice, Criminology, Criminal Intelligence, International and Comparative Law, Public International Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 1 year of working experience.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Specialized training in investigating crimes against State Security; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to lead simultaneous criminal investigations; - Leadership skills; - Analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; 	1

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	Public Security & Terrorism Crimes Specialist	Public Security & Terrorism Crimes Specialist	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations and Social Studies with 3 years of working experience and advanced/professional courses in crime intelligence/investigation and management of scene of crimes or Master's degree in Law Enforcement, Criminal Law, Criminal Justice, Criminology, Criminal Intelligence, International and Comparative Law, Public International Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Advanced training in investigating the offence of terrorism; - Ability to lead investigations and assign roles to investigation team members; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Leadership skills; - Analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	1

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	Public Security Crimes Investigator	Public Security Crimes Investigator	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 2 years of working experience and advanced courses in crime investigation or intelligence.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Leadership skills; - Analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	4
	Terrorism Crimes Investigator	Terrorism Crimes Investigator	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations and Social Studies with 2 years of working experience and advanced courses in crime intelligence or investigation.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Ability to lead investigations and assign roles to investigation team members; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Leadership skills; - Analytical skills; - Report writing and presentation skills; - Computer Literacy; 	2

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			<ul style="list-style-type: none"> - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
S/Total				8
Director of Crimes against People Unit	Director of Unit	Director of Crimes against People Unit	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 3 years of working experience and advanced or professional courses in crime intelligence or investigation and management of scene of crimes or Master's degree in Law Enforcement, Criminal Law, Criminal Justice, Criminology, Criminal Intelligence, International and Comparative Law, Public International Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with one year of working experience.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Specialised training in investigating the offence against people; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to lead simultaneous criminal investigations; - Leadership skills; - Analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; 	1

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			<ul style="list-style-type: none"> - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Crimes against Persons and Property Specialist	Crimes against Persons and property Specialist	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 3 years of working experience and advanced or professional courses in crime intelligence or investigation or management of scene of crimes or Master's degree in Law Enforcement, Criminal Law, Criminal Justice, Criminology, Criminal Intelligence, International and Comparative Law, Public International Law, Management, Finance, Public Finance ,Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Advanced training in investigating the offence against people and property; - Ability to lead investigations and assign roles to investigation team members; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Leadership skills; - Analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; 	1

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	Crimes against Persons Investigator	Crimes against Persons Investigator	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 2 years of working experience and advanced courses in crime intelligence or investigation.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Leadership skills; - Analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	3
	Crimes against Property Investigator	Crimes against Property Investigator	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 2 years of working experience and advanced courses in crime intelligence or investigation.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Leadership skills; - Analytical skills; - Report writing and presentation skills; 	3

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S/Total				8
Director of Crime Scene Response Unit	Director of Unit	Director of Crime Scene Response Unit	<p>Bachelor's degree in Law, Forensic Sciences, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 3 years of working experience and advanced courses in investigation and professional courses in Crime Scene Management or investigation or Master's degree in Law Enforcement, Criminal Law, Criminal Investigation, International and Comparative Law, Public International Law, Law, Forensic Sciences, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with one year of working experience.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Leaders and managerial skills; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to give strategic guidance, instructions and orientation on the adoption and implementation of crime prevention strategies; - Ability to coordinate the Scene of Crimes simultaneously; - Leadership skills; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; 	1

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			<ul style="list-style-type: none"> - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Crime Scene Response Investigator	Crime Scene Response Investigator	<p>Bachelor's degree in Law, Forensic Sciences, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 3 years of working experience and advanced courses in investigation and professional courses in Crime Scene Management or investigation with 2 years of working experience and advanced courses in crime scene management and investigation.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	9
S/Total				10
Economic and Financial crimes Division	Division Manager	Economic and Financial crimes Division Manager	<p>Bachelor's degree in Law, Management, Economic, Accounting, Finance, Public Finance, Business Administration, with 6 years of working experience or Master's degree in Law, Management, Economic, Accounting, Finance, Public Finance, Business Administration with 3 years of working experience.</p>	1

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			<p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Advanced and specialised courses in investigating Economic and Financial Crimes; - Leadership and Managerial skills; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to give strategic guidance, instructions and orientation on the adoption and implementation of crime prevention strategies; - Ability to coordinate criminal investigation, countrywide; - Leadership skills; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
S/Total				1
Director of Anti Public Embezzlement & Corruption Crimes Unit	Director of Unit	Director of Anti Public Embezzlement & Corruption Crimes Unit	Bachelor's degree in Law, Management, Economic, Accounting, Finance, Public Finance, Business Administration, Social Works, Civil Engineering or Rural Development with 3 years of working experience and advanced/professional courses in investigating Public Funds Embezzlement and corruption crimes or Master's degree in Law, Management, Economic, Accounting, Finance, Public Finance, Business Administration, Social Works, Civil Engineering, or Rural Development with 1 years of working experience.	1

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			<p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to lead simultaneous criminal investigations; - Leadership skills; - Analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Public Embezzlement & Corruption Crimes Specialist	Public Embezzlement & Corruption Crimes Specialist	<p>Bachelor's degree in Law, Management, Economic, Accounting, Finance, Public Finance, Business Administration, Social Works, Civil Engineering or Rural Development with 3 years of working experience and advanced/professional courses in investigating Public Funds Embezzlement and corruption crimes or Master's degree in Law, Management, Economic, Accounting, Finance, Public Finance or Business Administration.</p> <p>Key Technical Skills, Knowledge required and competencies :</p> <ul style="list-style-type: none"> - Ability to lead investigations and assign roles to investigation team members; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Leadership skills; - Analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; 	1

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			<ul style="list-style-type: none"> - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Public Embezzlement Investigator	Public Embezzlement Investigator	<p>Bachelor's degree in Law, Management, Economic, Accounting, Finance, Public Finance, Business Administration, Social Works, Civil Engineering, Rural Development with 2 years of working experience and advanced/professional courses in investigating Public Funds Embezzlement and corruption crimes.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Ability to conduct criminal investigations; - Computer Literacy; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	5
	Anti-Corruption Investigator	Anti-Corruption Investigator	<p>Bachelor's degree in Law, Management, Economic, Accounting, Finance, Public Finance, Business Administration with 2 years of working experience and advanced/professional courses in investigating Public Funds Embezzlement and corruption crimes.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Ability to conduct criminal investigations; - Computer Literacy; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; 	4

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			<ul style="list-style-type: none"> - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
S/Total				11
Director of Economic & Financial Crimes Unit	Director of Unit	Director of Economic & Financial Crimes Unit	<p>Bachelor's degree in Law, Management, Economic, Accounting, Finance, Public Finance, Business Administration with 3 years of working experience and specialized courses in investigating economic and financial crimes or Master's degree in Law, Management, Economic, Accounting, Finance, Public Finance or Business Administration with 1 years of working experience.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Ability to lead investigations and assign roles to investigation team members; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Leadership skills; - Analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	1
	Crimes Investigator	Economic Crimes Investigator	<p>Bachelor's degree in Law, Management, Economic, Accounting, Finance, Public Finance or Business Administration, with 2 years of working experience and specialized courses in investigating economic and financial crimes.</p>	2

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			<p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Ability to lead investigations and assign roles to investigation team members; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Leadership skills; - Analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Financial Crimes Specialist	Financial Crimes Specialist	<p>Bachelor's degree in Law, Management, Economic, Accounting, Finance, Public Finance or Business Administration, with 3 years of working experience and specialized courses in investigating economic and financial crimes or Master's degree in Law, Management, Economic, Accounting, Finance, Public Finance, Business Administration.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Ability to lead investigations and assign roles to investigation team members; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Leadership skills; - Analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; 	1

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			<ul style="list-style-type: none"> - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Financial Crimes Investigator	Financial Crimes Investigator	<p>Bachelor's degree in Law, Management, Economic, Accounting, Finance, Public Finance or Business Administration with 2 years of working experience and specialized courses in investigating economic and financial crimes.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Ability to lead investigations and assign roles to investigation team members; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Leadership skills; - Analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	4
S/Total				8
Specialized Crimes Division	Division Manager	Specialized Division Manager	<p>Bachelor's degree in Law, Biology, Chemistry, Clinical Psychology, Public Administration, Administrative Sciences, Management, Business Administration, Sociology, Education Sciences, Political Sciences, Demography or psychology with 6 years of working experience and advanced and specialized courses in investigation and professional courses in specialized crimes or Master's degree in Law Enforcement, Criminal Law, Criminal Justice, Criminology, Criminal Intelligence, International</p>	1

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			<p>And Comparative Law, Public International Law, Biology, Chemistry, Clinical Psychology, Public Administration, Administrative Sciences, Management, Business Administration, Sociology, Education Sciences, Political Sciences, Demography, psychology with 3 years of working experience.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Leaders and managerial skills; - Ability to adopt preventive, detective and investigative measures; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to give strategic guidance, instructions and orientation on the adoption and implementation of crime prevention strategies; - Ability to coordinate criminal investigation simultaneously; - Leadership skills; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
S/Total				1
Director of Anti-Narcotics and Illicit Goods Unit	Director of Unit	Director of Anti-Narcotics and Illicit Goods Unit	Bachelor's degree in Law, Biology, Chemistry, Clinical Psychology, Theology, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 3 years of working experience and advanced courses in crime intelligence/investigation and professional courses in narcotic investigation and eradication or Master's degree in Law	1

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			<p>Enforcement, Criminal Law, Criminal Justice, Criminology, Criminal Intelligence, International and Comparative Law, Public International Law, Biology, Chemistry, Clinical Psychology, Theology, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with one year of working experience</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Leaders and managerial skills; - Ability to adopt preventive, detective and investigative measures; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to give strategic guidance, instructions and orientation on the adoption and implementation of crime prevention strategies; - Ability to coordinate criminal investigation simultaneously; - Leadership skills; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Drug trafficking specialist	Drug trafficking specialist	<p>Bachelor's degree in Law, Biology, Chemistry, Clinical Psychology, Theology, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 3 years of working experience and advanced courses in investigating anti-narcotic and drugs crimes or Master's degree in Law Enforcement, Criminal Law, Criminal Justice, Criminology, Criminal Intelligence, International and Comparative Law,</p>	1

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			<p>Public International Law, Biology, Chemistry, Clinical Psychology, Theology, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Ability to lead investigations and assign roles to investigation team members; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Leadership skills; - Analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Drug Trafficking Investigator	Drug Trafficking Investigator	<p>Bachelor's degree in Law, Biology, Chemistry, Clinical Psychology, Theology, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 2 years of working experience.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Ability to conduct criminal investigations; - Computer Literacy; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; 	4

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			<ul style="list-style-type: none"> - Fluency in Kinyarwanda, English, French and Swahili; knowledge of all is an advantage. 	
	Illicit & Counterfeit goods crimes investigator	Illicit & Counterfeit goods crimes investigator	<p>Bachelor's degree in Law, Biology, Chemistry, Clinical Psychology, Theology, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations and Social Studies with 2 years of working experience and basic courses in investigating Illicit & Counterfeit goods crimes.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Ability to lead investigations and assign roles to investigation team members; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Leadership skills; - Analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	3
S/Total				9
The Office of Director Environmental crimes Unit	Director Environmental crimes Unit	Director of Environmental crimes Unit	<p>Bachelor's degree in Law, Biology, Biotechnology, Environment Science, Natural Resources, Agronomist, Professional Police Studies, Social Work, Agro-business, Rural Development, Wildlife or Aquatic Management with 3 years of working experience and advanced & Specialized courses in investigating Environmental crimes or Master's degree in Law Enforcement, Criminal Law, Criminal Justice, Criminology, Criminal Intelligence, International and Comparative Law, Public International Law, Biology, Biotechnology, Environment Science, Natural Resources,</p>	1

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			<p>Agronomist, Professional Police Studies, Social Work, Agro-business, Rural Development, Wildlife or Aquatic Management with one year of working experience.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Leadership and Managerial skills; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to give strategic guidance, instructions and orientation on the adoption and implementation of crime prevention strategies; - Ability to coordinate criminal investigation, countrywide; - Leadership skills; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Environmental Crimes Investigator	Environmental Crimes Investigator	<p>Bachelor's degree in Law, Biology, Biotechnology, Environment Science, Natural Resources, Agronomist, Professional Police Studies, Social Work, Agro-business, Rural Development, Wildlife and Aquatic Management with 2 years of working experience.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Ability to conduct criminal investigations; - Computer Literacy; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; 	2

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			<ul style="list-style-type: none"> - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and Swahili; knowledge of all is an advantage. 	
S/Total				3
Anti-Human Trafficking Unit	Director of Unit	Director of Anti-Human Trafficking Unit	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 3 years of working experience and advanced & Specialized courses in investigating THB or Master's degree in Law Enforcement, Criminal Law, Criminal Justice, Criminology, Criminal Intelligence, International and Comparative Law, Public International Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with one year of working experience.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Leadership and Managerial skills; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to give strategic guidance, instructions and orientation on the adoption and implementation of crime prevention strategies; - Ability to coordinate criminal investigation, countrywide; - Leadership skills; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; 	1

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			<ul style="list-style-type: none"> - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	ATHB Specialist	ATHB Specialist	<p>Bachelor’s degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 3 years of working experience and advanced & Specialized courses in investigating THB or Master’s degree in Law Enforcement, Criminal Law, Criminal Justice, Criminology, Criminal Intelligence, International and Comparative Law, Public International Law, Management, Finance, Public Finance ,Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences ,International Relations or Social Studies.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to lead simultaneous criminal investigations; - Leadership skills; - Analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	1

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	ATHB Investigation Officer	ATHB Officer Investigation	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 2 years of working experience.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Ability to conduct criminal investigations; - Computer Literacy; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and Swahili; knowledge of all is an advantage. 	3
S/Total				5
GBV Crimes Division Manager	Division Manager	GBV Crimes Division Manager	<p>Bachelor's degree in Law, Clinical Psychology, Public Health, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies, with 6 years of working experience with advanced and specialized courses in investigating GBV crimes or Master's degree in Law, Clinical Psychology, Public Health, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies, with 3 years of working experience with advanced and specialized courses in investigating GBV crimes.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Leadership and Managerial skills; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; 	1

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			<ul style="list-style-type: none"> - Ability to give strategic guidance, instructions and orientation on the adoption and implementation of crime prevention strategies; - Ability to coordinate IOSC activities countrywide; - Leadership skills; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
S/Total				1
Family and Child Protection Unit	Director of Unit	Director of Family and Child Protection Unit	<p>Bachelor's degree in Law, Clinical Psychology, Public Health, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 3 years of working experience with advanced and specialized courses in investigating GBV crimes or Master's degree in Law, Clinical Psychology, Public Health, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations and Social Studies, with one year of working experience with advanced and specialized courses in investigating GBV crimes.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Leadership and Managerial skills; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to give strategic guidance, instructions and orientation on the adoption and implementation of crime prevention strategies; 	1

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			<ul style="list-style-type: none"> - Ability to coordinate A-GBV activities countrywide; - Leadership skills; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Domestic & Sexual Violence Specialist	Domestic & Sexual Violence Specialist	<p>Bachelor's degree in Law, Clinical Psychology, Public Health, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 3 years of working experience with advanced and specialized courses in investigating GBV crimes or Master's degree in Law, Clinical Psychology, Public Health, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies .</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Leadership and Managerial skills; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to give strategic guidance, instructions and orientation on the adoption and implementation of crime prevention strategies; - Ability to coordinate Anti GBV activities countrywide; - Leadership skills; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; 	1

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			<ul style="list-style-type: none"> - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Domestic & Sexual Violence Investigator	Domestic & Sexual Violence Investigator	<p>Bachelor's degree in Law, Clinical Psychology, Public Health, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations and Social Studies with 2 years of working experience with advanced courses in investigating GBV crimes.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Leadership skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	2
	Child protection Investigator	Child protection Investigator	<p>Bachelor's degree in Law, Clinical Psychology, Public Health, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations and Social Studies, with 2 years of working experience and advanced courses in investigating GBV crimes.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Leadership skills; - Report writing and presentation skills; - Computer Literacy; 	2

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			<ul style="list-style-type: none"> - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
S/Total				6
Director of Isange One Stop Center Unit	Director of Unit	Director of Isange One Stop Center Unit	<p>Bachelor's degree in Law, Clinical Psychology, Public Health, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 3 years of working experience and advanced and specialized courses related to IOSC or Master's degree in Law, Clinical Psychology, Public Health, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with one year of working experience and advanced and specialized courses related to IOSC.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Leadership and Managerial skills; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to give strategic guidance, instructions and orientation on the adoption and implementation of crime prevention strategies; - Ability to coordinate IOSC activities countrywide; - Leadership skills; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; 	1

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			<ul style="list-style-type: none"> - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	AGBV Awareness Specialist	AGBV Awareness Specialist	<p>Bachelor’s degree in Law, Clinical Psychology, Public Health, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 3 years of working experience with advanced and specialized courses related to IOSC or Master’s degree in Law, Clinical Psychology, Public Health, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Leadership and Managerial skills; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to give strategic guidance, instructions and orientation on the adoption and implementation of crime prevention strategies; - Ability to coordinate Anti GBV activities countrywide; - Leadership skills; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; 	1

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			<ul style="list-style-type: none"> - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	AGBV Awareness Officer	AGBV Awareness Officer	<p>Bachelor's degree in Law, Clinical Psychology, Public Health, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 2 years of working experience.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	1
	Counselling Officer	Counselling Officer	<p>Bachelor's degree in Law, Clinical Psychology, Public Health, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 2 years of working experience.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	3

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	Coordination and Monitoring Officer	Coordination and Monitoring Officer	<p>Bachelor's degree in Law, Development Studies, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	2
S/Total				8
Cyber-crimes Investigation Division Manager	Division Manager	Cyber-crimes Investigation Division Manager	<p>Bachelor's degree in Computer Science, Information and technology or information security with 6 years of working experience and professional courses in relation to cyber security and investigation or Master's degree in Computer Science, Information and technology, information security, Cyber-security Management, Cyber Security or IT Security with 3 years of working experience and professional courses in relation to cyber security and investigation.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to issue strategic guidance, instructions and orientation on the adoption and implementation of counter cybercrimes measures; - Ability to coordinate communication monitoring activities; - Strong connection with other national or international Agencies combating cybercrimes or other cross border and organized crimes; 	1

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			<ul style="list-style-type: none"> - High level of confidentiality, professional ethics and secrecy; - Strong Leadership skills; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Digital Forensic Specialist	Digital Forensic Specialist	<p>Bachelor’s degree in Computer Science, Information and technology or information security with 3 years of working experience and professional courses in relation to cyber security and investigation or Master’s degree of Science in Digital Forensics and Cyber-security, Computer Science, Information and technology or information security.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Ability to coordinate communication monitoring activities; - Strong connection with other national or international Agencies combating cybercrimes, - High level of confidentiality, professional ethics and secrecy - Strong Leadership skills; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	1

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	Digital Forensic Investigator	Digital Forensic Investigator	<p>Bachelor's degree in Computer Science, Information and technology or information security with 2 years of working experience.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	3
	Cyber-fraud specialist	Cyber-fraud specialist	<p>Bachelor's degree in Computer Science, Information and technology or information security with 3 years of working experience and professional courses in relation to cyber fraud investigation or Master's degree in Cyber-security Management, Cyber Security, IT Security, Computer Science, Information and technology or information security.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Ability to coordinate communication monitoring activities; - Strong connection with other national or international Agencies combating cybercrimes; - High level of confidentiality, professional ethics and secrecy; - Strong Leadership skills; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Time management skills; 	1

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			<ul style="list-style-type: none"> - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Cyber-fraud Investigator	Cyber-fraud Investigator	<p>Bachelor's degree in Computer Science, Information and technology or information security with 2 years of working experience.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	3
	Malware Investigator	Malware Investigator	<p>Bachelor's degree in Computer Science, Information and technology or information security with 2 years of working experience.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	3
Total				12

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Investigation Support Division	Division Manager	Investigation Support Division Manager	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 6 years of working experience and advanced courses in crime statistics and analysis or Master's degree in Law Enforcement, Criminal Law, Criminal Justice, Criminology, Criminal Intelligence, International and Comparative Law, Public International Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 3 years of working experience.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Leadership and Managerial skills; - Strong communication and analytical skills; - Great ability to write and interpret crime statistics; - Passion for research and a genuine desire to assist and support RIB in preventing and solving crime; - Ability to coordinate research and analysis of crime statistics and trend; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to coordinate crime analysis and research; - Leadership skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	1
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S/Total				1
Criminal record and case file orientation Unit	Director of Unit	Director of Criminal Record and Case File Orientation Unit	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 3 years of working experience and advanced & specialized courses in criminal record/ statistics and analysis or Master's degree in Law Enforcement, Criminal Law, Criminal Justice, Criminology, Criminal Intelligence, International and Comparative Law, Public International Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with one year of working experience.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Strong communication and analytical skills; - Great ability to write and interpret crime statistics; - Passion for research and a genuine desire to assist and support RIB in preventing and solving crime; - Ability to coordinate research and analysis of crime statistics and trend; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to coordinate crime analysis and research; - Leadership skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Administrative skills; - Time management skills; 	1

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			<ul style="list-style-type: none"> - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Crime Statistics & Report specialist	Crime Statistics & Report specialist	<p>Bachelor's degree in Statistics, Mathematics, Economics or Professional Police Studies with 3 years of working experience and advanced courses in crime statistics and analysis or Master's degree in Statistics, Mathematics, Economics with an advanced courses in crime statistics and analysis.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Strong communication and analytical skills; - Great ability to write and interpret crime statistics; - Leadership skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	1
	Crime Report Officer	Crime Report Officer	<p>Bachelor's degree in Statistics, Mathematics, Economics and advanced courses in crime statistics and analysis.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	2

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	Archives & Documentation Officer	Archives & Documentation Officer	<p>Bachelor's degree in Library & information Science or A1 in Library & information Science, Office Management or Bibliotheconomy with 2 years of working experience.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - proficiency in information technology; - Computer literacy; - Bookkeeping Skills; - Knowledge of integrated document management; - Knowledge of archive management software; - Knowledge of the documentation management system(DMS) would be an advantage; - Organizational Skills; - Interpersonal Skills; - Planning Skills; - Communication Skills; - Report writing & Presentation skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	2
	Public request clearance officer	Public request clearance officer	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 2 years of working experience.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Administrative skills; - Time management skills; 	1

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			<ul style="list-style-type: none"> - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Case files reception officer	Case files reception officer	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	2
	Customer care officer	Customer care officer	<p>Bachelor's degree in Communication, Public Relations, International Relations, Journalism, Marketing, Linguistics or Literature.</p> <p>Key technical skills and knowledge required:</p> <ul style="list-style-type: none"> - Excellent interpersonal skills; - Knowledge in customer care satisfaction; - Knowledge in hospitality management; - Public speaking skills; - Time management skills; - Organizational skills; - Excellent communication skills; - Computer skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	3
S/Total				12

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Suspects & Exhibits Handling Unit	Director of Unit	Director of Suspects & Exhibits Handling Unit	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 3 years of working experience and advanced courses archives and documentation management software or Master's degree in Law, Management, Finance, Public Finance ,Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with one year of working experience and advanced courses archives and documentation management software.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Strong communication and analytical skills; - Great ability to write and interpret crime statistics; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Leadership skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	1
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	Chain of Custody officer	Chain of Custody officer	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 2 years of working experience.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	2
	Investigative operators	Investigative operator	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 2 years of working experience.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	4
S/Total				7

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The office of the Director General of Crime Intelligence and Counter Terrorism	Director General	Director General of Crime Intelligence and Counter Terrorism	Cabinet Appointee	1
	Administrative Assistant	Administrative Assistant to the Director General Crime Investigation	<p>Bachelor's degree in Secretarial Studies, Office Management, Public Administration, Management or A1 in Secretarial Studies, Office Management, Public Administration or Management with 2 years of working experience.</p> <p>Key Technical Skills, Knowledge required and competencies:</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; - Fluency in Kinyarwanda, English French and/or Swahili; knowledge of all is an advantage. 	1
S/Total				2
Intelligence collection Division	Division Manager	Intelligence collection Division Manager	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 6 years of working experience and advanced/professional courses in crime intelligence information collection or Master's degree in Intelligence and International Security, in intelligence studies, Law, Management, Finance, Public Finance ,Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies, with 3 years</p>	1

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			<p>of working experience and advanced/professional courses in crime intelligence information collection.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Leadership and managerial skills; - Skills in putting in place policies, guidelines, checklists systems, standards and auditable protocols on intelligence information collection; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to issue strategic guidance, instructions and orientation on the adoption and implementation of crime Intelligence; - Ability to coordinate intelligence operations countrywide; - Strong connection with other Intelligence Agencies; - High level of confidentiality, professional ethics and secrecy; - Strong Leadership skills; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Human Intelligence Specialist	Human Intelligence Specialist	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies, with 3 years of working experience and advanced/professional courses in human intelligence collection or Master's degree in Intelligence and International Security, in intelligence studies, Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business</p>	1

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			<p>Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with an advanced/professional courses in crime intelligence information collection.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Leadership and managerial skills; - Skills in putting in place policies, guidelines, checklists systems, standards and auditable protocols on intelligence information collection; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to issue strategic guidance, instructions and orientation on the adoption and implementation of crime Intelligence; - Ability to coordinate intelligence operations countrywide; - Strong connection with other Intelligence Agencies; - High level of confidentiality, professional ethics and secrecy; - Strong Leadership skills; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Human Intelligence officer	Human Intelligence officer	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with a basic courses in human intelligence collection with 2 years of working experience.</p>	4

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			<p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Technical Intelligence Specialist	Technical Intelligence Specialist	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations and Social Studies, with 3 years of working experience and advanced/professional courses technical intelligence or Master's degree in Intelligence and International Security, Intelligence Studies, Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations and Social Studies and advanced/professional courses technical intelligence.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Leadership and managerial skills; - Skills in putting in place policies, guidelines, checklists systems, standards and auditable protocols on intelligence information collection; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to issue strategic guidance, instructions and orientation on the adoption and implementation of crime Intelligence; - Ability to coordinate intelligence operations countrywide; - Strong connection with other Intelligence Agencies; 	1

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			<ul style="list-style-type: none"> - High level of confidentiality, professional ethics and secrecy; - Strong Leadership skills; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Technical Intelligence Officer	Technical Intelligence Officer	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations and Social Studies, with an advanced/professional courses in technical intelligence collection with 2 years of working experience.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	9
	Open Source Intelligence Specialist	Open Source Intelligence Specialist	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations and Social Studies with 3 years of working experience and advanced/professional courses in open source intelligence or Master's degree in Intelligence and International Security, Intelligence</p>	1

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			<p>Studies, Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with an advanced/professional courses in open source intelligence.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Leadership and managerial skills; - Skills in putting in place policies, guidelines, checklists systems, standards and auditable protocols on intelligence information collection; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to issue strategic guidance, instructions and orientation on the adoption and implementation of crime Intelligence; - Ability to coordinate intelligence operations countrywide; - Strong connection with other Intelligence Agencies; - High level of confidentiality, professional ethics and secrecy; - Strong Leadership skills; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Open Source Intelligence Officer	Open Source Intelligence Officer	Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with an	5

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			<p>advanced/professional course in open source intelligence with 2 years of working experience.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
S/Total				22
Research & Analysis Division	Division Manager	Research & Analysis Division Manager	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 6 years of working experience and advanced/professional courses in intelligence research & analysis or Master's degree in Strategic Intelligence & Analysis, Intelligence Analysis, Intelligence and International Security, Intelligence Studies, Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 3 years of working experience and advanced/professional courses in intelligence research & analysis.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to issue strategic guidance, instructions and orientation on the adoption and implementation of Counter Intelligence activities; 	1

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			<ul style="list-style-type: none"> - Ability to coordinate Intelligence activities countrywide; - Strong connection with other Intelligence Agencies; - High level of confidentiality, professional ethics and secrecy; - Strong Leadership skills; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Research Specialist	Research Specialist	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 3 years of working experience and advanced/professional courses in intelligence research or Master's degree in Strategic Intelligence & Analysis, Intelligence Analysis, Intelligence and International Security, Intelligence Studies, Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with an advanced/professional courses in intelligence research.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to issue strategic guidance, instructions and orientation on the adoption and implementation of Counter Intelligence activities; - Ability to coordinate Intelligence activities countrywide; - Strong connection with other Intelligence Agencies; 	2

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			<ul style="list-style-type: none"> - High level of confidentiality, professional ethics and secrecy; - Strong Leadership skills; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Analysis Specialist	Analysis Specialist	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 3 years of working experience with an advanced/professional courses in intelligence analysis or Master's degree in Strategic Intelligence & Analysis, Intelligence Analysis, Intelligence and International Security, Intelligence Studies, Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with an advanced/professional courses in intelligence analysis.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to issue strategic guidance, instructions and orientation on the adoption and implementation of Counter Intelligence activities; - Ability to coordinate Intelligence activities countrywide; - Strong connection with other Intelligence Agencies; - High level of confidentiality, professional ethics and secrecy; - Strong Leadership skills; 	3

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			<ul style="list-style-type: none"> - High analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
S/Total				6
Intelligence operations Unit	Director of Unit	Director of Intelligence Operations Unit	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies, with 5 years of working experience and advanced/professional courses in crime intelligence surveillance and operations or Master's degree in Strategic Intelligence & Analysis, Intelligence Analysis, Intelligence and International Security, Intelligence Studies, Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 3 years of working experience and advanced/professional courses in crime intelligence surveillance and operations.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to supervise intelligence operations; - Strong connection with other Intelligence Agencies - High level of confidentiality, professional ethics and secrecy; - Strong Leadership skills; - High analytical skills; 	1

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			<ul style="list-style-type: none"> - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Surveillance officer	Surveillance officer	<p>A2 in any field related to his or her work.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Confidentiality and secrecy; - Interpersonal skills; - Collaboration and team working spirit; - Communication skills; - Time management skills; - Fluency in Kinyarwanda, English and/or French, knowledge of all is an advantage. 	40
	Operation Officer	Operation Officer	<p>A2 in any field related to his or her work.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Confidentiality and secrecy; - Interpersonal skills; - Collaboration and team working spirit; - Communication skills; - Time management skills; - Fluency in Kinyarwanda, English and/or French, knowledge of all is an advantage. 	40
S/Total				81
Counter Terrorism	Division Manager	Counter Terrorism Division Manager	Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 6 years of working	1

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Division Manager			<p>experience and professional courses related to the fight against radicalization and terrorism prevention or Master's degree in Terrorism and Security Studies, Counter terrorism and Security Studies, International Security Studies, Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 3 years of working experience and professional courses related to the fight against radicalization and terrorism prevention.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Leadership and Managerial skills; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to give strategic guidance, instructions and orientation on the adoption and implementation of crime prevention strategies; - Leadership skills; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
S/Total				1
Counter Terrorism Awareness Unit	Director of Unit	Director of Counter Terrorism Awareness Unit	Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 5 years of working	1

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			<p>experience and an advanced courses in counter terrorism and professional courses related to counter terrorism awareness or Master's degree in Terrorism and Security Studies, Counter terrorism and Security Studies, International Security Studies, Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 3 years of working experience and advanced courses in counter terrorism and professional courses related to counter terrorism awareness.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to lead simultaneous outreach awareness activities; - Leadership skills; - Analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Community Awareness specialist	Community Awareness specialist	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations and Social Studies, with 3 years of working experience with an advanced courses in crime intelligence/investigation and professional courses in the fight against radicalization or Master's in Terrorism and Security Studies, Counter terrorism and Security Studies, International Security Studies, Law,</p>	1

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			<p>Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with advanced courses in crime intelligence/investigation and professional courses in the fight against radicalization.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to lead simultaneous community awareness activities; - Leadership skills; - Analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Community Awareness Officer	Community Awareness Officer	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with a basic course in counter terrorism fighting and awareness with 2 years of working experience.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Extensive knowledge and understanding of the Rwandan Criminal Justice System; 	2

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			<ul style="list-style-type: none"> - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to lead simultaneous community awareness activities; - Leadership skills; - Analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
S/Total				4
Counter Terrorism Analysis unit	Director of Unit	Director of Counter Terrorism Analysis unit	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 3 years of working experience and advanced/professional courses in counter terrorism analysis or Master's degree in Terrorism and Security Studies, Counter terrorism and Security Studies, International Security Studies, Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with one year of working experience and advanced/professional courses in counter terrorism analysis.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; 	1

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			<ul style="list-style-type: none"> - Ability to issue strategic guidance, instructions and orientation on the analysis of terrorism activities; - Ability to coordinate terrorism analysis activities countrywide; - Strong connection with other counter terrorism Agencies; - High level of confidentiality, professional ethics and secrecy; - Strong Leadership skills; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Counter terrorism Specialist	Counter terrorism Specialist	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 3 years of working experience and advanced/professional courses in counter terrorism analysis or Master's degree in Terrorism and Security Studies, Counter terrorism and Security Studies, International Security Studies, Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences or International Relations with an advanced or professional courses in counter terrorism analysis with 2 years of working experience.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to coordinate counter terrorism analysis activities; - Strong connection with other counter terrorism Agencies; - High level of confidentiality, professional ethics and secrecy; - Assessment skills; 	1

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			<ul style="list-style-type: none"> - Report writing and presentation skills; - Computer Literacy; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Counter terrorism officer	Counter terrorism officer	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with Basic courses in counter terrorism analysis with 2 years of working experience.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Confidentiality, professional ethics and secrecy; - Assessment skills; - Report writing and presentation skills; - Computer Literacy; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	4
	Terrorism Financing Specialist	Terrorism Financing Specialist	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations and Social Studies with 3 years of working experience and advanced/professional courses in terrorism financing or Master's degree in Terrorism and Security Studies, Counter terrorism and Security Studies, International Security Studies, Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration,</p>	1

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			<p>Administrative Sciences, Education Sciences or International Relations with an advanced or professional courses in terrorism financing.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Ability to lead a team of intelligence officers; - Confidentiality, professional ethics and secrecy; - Assessment skills; - Report writing and presentation skills; - Computer Literacy; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Terrorism Financing Officer	Terrorism Financing Officer	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with an advanced/professional courses in anti-terrorism financing with 2 years of working experience.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Confidentiality, professional ethics and secrecy; - Assessment skills; - Report writing and presentation skills; - Computer Literacy; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	2
S/Total				9

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Tactical Response Unit	Director of Unit	Director of Tactical Response Unit	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 3 years of working experience and advanced/professional courses in Tactical Response operations or Master's degree in Terrorism and Security Studies, Counter terrorism and Security Studies, International Security Studies, Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with one year of working experience and advanced or professional courses in Tactical Response operations.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to supervise anti-terrorism surveillance activities countrywide; - Strong connection with other counter-terrorism Agencies; - High level of confidentiality, professional ethics and secrecy; - Strong Leadership skills; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	1
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	Tactical Response Specialist	Tactical Response Specialist	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 3 years of working experience and advanced/professional courses in Tactical Response operations or Master's degree in Terrorism and Security Studies, Counter terrorism and Security Studies, International Security Studies, Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with an advanced/professional courses in Tactical Response operations.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Ability to lead a team of intelligence officers; - Confidentiality, professional ethics and secrecy; - Assessment skills; - Report writing and presentation skills; - Computer Literacy; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	1
	Tactical Response Team Officer	Tactical Response Team Officer	<p>A2 in any field related to his/her work.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Confidentiality and secrecy; - Interpersonal skills; - Collaboration and team working spirit; - Communication skills; - Time management skills; - Fluency in Kinyarwanda, English and/or French, knowledge of all is an advantage. 	50

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S/Total				52
CBRNE Unit	Director of Unit	Director of CBRNE Unit	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 3 years of working experience and advanced/professional courses in CBRNE or Master's degree in Terrorism and Security Studies, Counter terrorism and Security Studies, International Security Studies, Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with one year of working experience and advanced or professional courses in CBRNE with 2 years of working experience.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to supervise anti-terrorism surveillance activities countrywide; - Strong connection with other counter-terrorism Agencies; - High level of confidentiality, professional ethics and secrecy; - Strong Leadership skills; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	1

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	CBRNE Specialist	CBRNE Specialist	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations and Social Studies, with 3 years of working experience and advanced/professional courses in CBRNE or Master's degree in Terrorism and Security Studies, Counter terrorism and Security Studies, International Security Studies, Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with and advanced or professional courses in CBRNE.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to supervise anti-terrorism surveillance activities countrywide; - Strong connection with other counter-terrorism Agencies; - High level of confidentiality, professional ethics and secrecy; - Strong Leadership skills; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	1
	CBRNE Officer	CBRNE Officer	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education</p>	6

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			<p>Sciences, International Relations or Social Studies with Basic courses in CBRNE with 2 year of working experience.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
S/Total				8
The Office of Chief Investigator at Provincial Bureau	Chief Investigator	Chief Investigator at Provincial Bureau	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 6 years of working experience with advanced and specialized courses in criminal investigations or Master's degree in Law Enforcement, Criminal Law, Criminal Justice, Criminology, Criminal Intelligence, International And Comparative Law, Public International Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 3 years of working experience with advanced and specialized courses in criminal investigations.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Leadership and Managerial skills; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; 	5

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			<ul style="list-style-type: none"> - Ability to give strategic guidance, instructions and orientation on the adoption and implementation of crime prevention strategies; - Ability to coordinate criminal investigation, countrywide; - Leadership skills; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Crime Intelligence Officer at Provincial Bureau	Crime Intelligence Officer at Provincial Bureau	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies, with 5 years of working experience and advanced courses in crime intelligence or investigation or Master's degree in Strategic Intelligence & Analysis, Intelligence Analysis, Intelligence and International Security, Intelligence Studies, Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies and advanced courses in crime intelligence or investigation.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Ability to coordinate intelligence activities or operations; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Leadership skills; - Analytical skills; - Report writing and presentation skills; - Computer Literacy; 	5

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			<ul style="list-style-type: none"> - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Logistics Officer at Provincial Bureau	Logistics Officer at Provincial Bureau	<p>Bachelor's degree in Store Management, Management, Economics, Accounting, Finance, Public Administration or Administrative Sciences.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - 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; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	5
S/Total				15
The Office of Chief Investigator at District Bureau	Chief Investigator	Chief Investigator at District Bureau	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 3 years of working experience with advanced and specialized courses in criminal investigations or Master's degree in Law Enforcement, Criminal Law, Criminal Justice,</p>	30

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			<p>Criminology, Criminal Intelligence, International and Comparative Law, Public International Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with one year of working experience or advanced and specialized courses in criminal investigations.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Leadership and Managerial skills; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Good understanding of the working of law enforcement agencies in general and criminal justice process in particular; - Ability to give strategic guidance, instructions and orientation on the adoption and implementation of crime prevention strategies; - Ability to coordinate criminal investigation, countrywide; - Leadership skills; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Crime Intelligence Officer at District Bureau	Crime Intelligence Officer at District Bureau	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with advanced courses in crime intelligence or investigation with 2 years of working experience.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Ability to coordinate intelligence activities or operations; 	30

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			<ul style="list-style-type: none"> - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Leadership skills; - Analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
S/Total				60
The Office of Chief Assistant Investigator at Station Bureau	Chief Assistant Investigator at Station Bureau	Chief Assistant Investigator at Station Bureau	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with 2 years of working experience and advanced courses in crime intelligence or investigation.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Ability to lead investigations and assign roles to investigation team members; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Leadership skills; - Analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; 	164

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			<ul style="list-style-type: none"> - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
	Assistant Investigator at Station Bureau	Assistant Investigator at Station Bureau	<p>Bachelor's degree in Law, Management, Finance, Public Finance, Economics, Accounting, Professional Police Studies, Sociology, Business Administration, Public Administration, Administrative Sciences, Education Sciences, International Relations or Social Studies with basic crime investigation Course.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Ability to conduct criminal investigations; - Computer Literacy; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; - Time management skills; - Fluency in Kinyarwanda, English, French and Swahili; knowledge of all is an advantage. 	492
	Crime Intelligence Staff at Station Bureau	Crime Intelligence Staff at Station Bureau	<p>At least A2 in any field with basic intelligence course.</p> <p>Key Technical Skills, Knowledge required and competencies:</p> <ul style="list-style-type: none"> - Ability to lead investigations and assign roles to investigation team members; - Extensive knowledge and understanding of the Rwandan Criminal Justice System; - Leadership skills; - Analytical skills; - Report writing and presentation skills; - Computer Literacy; - Coordination, planning and organisational skills; - Interpersonal skills; - Collaboration and team working spirit; - Effective communication skills; - Administrative skills; 	164

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			<ul style="list-style-type: none"> - Time management skills; - Fluency in Kinyarwanda, English, French and/or Swahili; knowledge of all is an advantage. 	
S/Total				820
The office of the Director General of Administration and Finance	Director General	Director General of Administration and Finance	Cabinet Appointee	1
	Administrative Assistant	Administrative Assistant to the DG Administration and Finance	<p>Bachelor's degree in Secretarial Studies, Office Management, Public Administration, Management or A1 in Secretarial Studies, Office Management, Public Administration or Management.</p> <p>Key Technical Skills, Knowledge required and competencies:</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 French and/or Swahili; knowledge of all is an advantage. 	1
	Procurement Specialist	Procurement Specialist	<p>Bachelor's degree in Procurement, Management, Public Finance, Economics, Accounting Law or Marketing with 3 years of working experience or Master's degree in Procurement, Management, Public Finance, Economics, Accounting Law or Marketing.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - High Analytical Skills; - Negotiation Skills; - Knowledge of basic business and purchasing practices; - Excellent Communication Skills; 	1

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			<ul style="list-style-type: none"> - Knowledge of state contracting laws, regulations and procedures; - Knowledge of grades, qualities, supply and price trends of commodities; - Time Management Skills; - Decision making Skills; - Computer Skills; - Fluency in Kinyarwanda, English, French and/or Swahili, knowledge of all is an advantage. 	
	Procurement Officer	Procurement Officer	<p>Bachelor's degree in Procurement, Management, Public Finance, Economics, Accounting Law or Marketing.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - High Analytical Skills; - Negotiation Skills; - Knowledge of basic business and purchasing practices; - Excellent Communication Skills; - Knowledge of state contracting laws, regulations and procedures; - Knowledge of grades, qualities, supply and price trends of commodities; - Time Management Skills; - Decision making Skills; - Computer Skills; - Fluency in Kinyarwanda, English, French and/or Swahili, knowledge of all is an advantage. 	1
S/Total				4
Planning, Monitoring & Evaluation Unit	Director of Unit	Director of Planning, Monitoring & Evaluation Unit	<p>Bachelor's degree in Management, Economics, Public Policy, Development Studies, Strategic Management, Project Management, Public Administration with 3 years of working experience or Master's degree in Management, Economics, Public Policy, Development Studies, Strategic Management, Project Management, Public Administration with one year of working experience.</p>	1

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			<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; - Fluency in Kinyarwanda, English, French and/or Swahili, knowledge of all is an advantage. 	
	Planning Officer	Planning Officer	<p>Bachelor's degree in Management, Economics, Public Policy, Development Studies, Strategic Management, Project Management or Public Administration.</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 Strategic planning; - Knowledge of organizational structure, workflow & operation procedures; - Computer Skills; - Organizational Skills; - Communication Skills; - High Analytical Skills; - Time management Skills; - Team working Skills; - Fluency in Kinyarwanda, English, French and/or Swahili, knowledge of all is an advantage. 	2

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	Monitoring and Evaluation Officer	Monitoring and Evaluation Officer	<p>Bachelor's degree in Management, Economics, Public Policy, Development Studies, Strategic Management, Project Management or Public Administration.</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 Strategic planning; - Knowledge of organizational structure, workflow & operation procedures; - Computer Skills; - Organizational Skills; - Communication Skills; - High Analytical Skills; - Time management Skills; - Team working Skills; - Fluency in Kinyarwanda, English, French and/or Swahili, knowledge of all is an advantage. 	2
S/Total				5
Finance Unit	Director of Unit	Director of Finance Unit	<p>Accounting Professional Qualification recognised by IFAC (ACCA, CPA) with one year of working experience or Bachelor's degree Finance, Accounting, Management, Economics, Public Finance or Administration with ACCA, IPSAS, CPA certificates specialized in Finance or Accounting with 2 years of working experience.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - 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; 	1

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			<ul style="list-style-type: none"> - Communication skills; - Strong IT skills, particularly in Financial software (SMART IFMIS); - Time management Skills - Interviewing Skills; - Judgment & Decision making skills; - Complex Problem solving skills; - Fluency in Kinyarwanda, English, French and/or Swahili, knowledge of all is an advantage. 	
	Accountant	Accountant	<p>Bachelor's degree in Finance, Accounting, Public Finance, Management with specialization in Finance/Accounting Plus Level II Professional Qualification recognised by IFAC (ACCA or CPA).</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Knowledge of cost analysis techniques; - Capacity 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; - Fluency in Kinyarwanda, English, French and/or Swahili, knowledge of all is an advantage. 	2
	Budget Officer	Budget Officer	<p>Bachelor's degree in Finance, Accounting, Public Finance, Management with specialization in Finance/Accounting Plus Level II Professional Qualification recognised by IFAC (ACCA or CPA).</p>	1

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			<p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Knowledge of cost analysis techniques; - Capacity 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; - Fluency in Kinyarwanda, English, French and/or Swahili, knowledge of all is an advantage. 	
	Secretary to the Finance Unit	Secretary to the Finance Unit	<p>A1 in Secretarial Studies, Office Management or Bachelor's degree in Public Administration, Management, Administrative Sciences, Sociology, Social Work or Law.</p> <p>Key technical skills and knowledge acquired</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 and Swahili; knowledge of all is an advantage. 	1
	Cashier	Cashier	<p>A2 in accountancy with 2 years of working experience in the field of management of money.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Confidentiality and secrecy; 	2

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			<ul style="list-style-type: none"> - Collaboration and team working spirit; - Communication skills; - Computer literacy; - Time management skills; - Fluency in Kinyarwanda, English and/or French, knowledge of all is an advantage. 	
S/Total				7
Administration and Human Resource Unit	Director of Unit	Director of Administration and Human Resource Unit	<p>Bachelor's degree in HR Management, management with specialization in Human Resource Management, Public Administration or Administrative Sciences, with 3 years of working experience or Master's degree in HR Management, Management with specialization in Human Resource Management, Administrative Sciences or Public Administration with one year of working experience.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Knowledge of human resources concepts, practices, policies, and procedures; - Knowledge of organizational structure, workflow, and operating procedures; - Knowledge in monitoring & system evaluation; - Leadership and management skills; - Planning and organisational skills; - High analytical skills; - Communication skills; - Time management Skills; - Interviewing Skills; - Judgment & Decision making skills; - Complex problem solving skills; - Fluency in Kinyarwanda, English, French and/or Swahili, knowledge of all is an advantage. 	1
	HR Officer	HR Officer	Bachelor's degree in Human Resource Management, Management, Public Administration or Administrative Sciences.	2

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			<p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Knowledge of human resources concepts, practices, policies, and procedures; - Knowledge of organizational structure, workflow, and operating procedures; - Knowledge in Monitoring & System Evaluation; - Leadership and management skills; - Planning and organisational skills; - High Analytical Skills; - Communication skills; - Time management Skills; - Interviewing Skills; - Judgment & Decision making skills; - Complex Problem Solving Skills; - Fluency in Kinyarwanda, English, French and/or Swahili, knowledge of all is an advantage. 	
	Capacity Building Officer	Capacity Building Officer	<p>Bachelor's degree in Education Sciences, public administration, Management, Business Administration, Public Administration or Administrative Sciences.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Knowledge of human resources concepts, practices, policies, and procedures; - Knowledge of organizational structure, workflow, and operating procedures; - Knowledge in Monitoring & System Evaluation; - Leadership and management skills; - Planning and organisational skills; - High Analytical Skills; - Communication skills; - Time management Skills; - Interviewing Skills; - Judgment & Decision making skills; - Complex Problem Solving Skills; 	1

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			<ul style="list-style-type: none"> - Fluency in Kinyarwanda, English, French and/or Swahili, knowledge of all is an advantage. 	
	Logistics Officer	Logistics Officer	<p>Bachelor's degree in Store Management, Management, Economics, Finance, Accounting, Public Administration or Administrative Sciences.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - 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; - Fluency in Kinyarwanda, English, French and/or Swahili, knowledge of all is an advantage. 	1
	Store Keeper	Store Keeper	<p>Bachelor's degree in Management, Accounting or Store Management.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - 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; 	2

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			<ul style="list-style-type: none"> - Fluency in Kinyarwanda, English, French and/or Swahili, knowledge of all is an advantage. 	
	Maintenance Officer	Maintenance Officer	<p>Bachelor's degree in Management, Maintenance engineering or Store Management.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - 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; - Fluency in Kinyarwanda, English, French and/or Swahili, knowledge of all is an advantage. 	2
	Driver	Driver	<p>A2 in mechanics, required category of driving licence with 2 years of working experience.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Knowledge of Management of Material Resources; - Knowledge of supply chain management; - Organizational Skills; - Communication Skills; - Report writing & Presentation Skills; - Analytical Skills; - Interpersonal Skills; - Time management Skills; - Negotiation Skills; - Team working Skills; - Problem Solving Skills; 	47

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			- Fluency in Kinyarwanda, knowledge of any other official language is an advantage.	
S/Total				56
ICT Unit	Director of Unit	Director of ICT Unit	<p>Master's degree in Computer Science, Software Engineering, Computer Engineering, Information and Communication Technology, Electronics and Telecommunication Engineering with 1 year of working experience in ICT or Bachelor's degree in Computer Science, Software Engineering, Computer Engineering, Information and Communication Technology, Electronics and Telecommunication Engineering or Information Management with 3 years of working experience and Certifications in A+, N+ is required; Certifications in CCNA, MCSE, MCSA, MCTS (.NET),LAMP/WAMP Framework or MCITP are an added advantage.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Knowledge of Rwanda's justice IT Policies and Strategies as well as National IT Policy; - Deep Understanding of information technology and telecommunications; - Capacity to research and analyse technology problems, issues, and program requirements; - Knowledge of computer hardware/software technologies; - Interpersonal and Communication skills; - Negotiation and Problem solving skills; - Analytical skills; - Fluency in Kinyarwanda, English, French and/or Swahili, knowledge of all is an advantage. 	1
	System Network Administrator	System Network Administrator	<p>Bachelor's degree 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>	2

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			<p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Knowledge of Rwanda's justice 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; - Fluency in Kinyarwanda, English, French and/or Swahili, knowledge of all is an advantage. 	
	Database and Application Administrator	Database and Application Administrator	<p>Bachelor's degree 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>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Knowledge of Rwanda's justice 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; 	2

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			<ul style="list-style-type: none"> - Interpersonal Skills; - Communication skills; - Negotiation Skills; - Problem-solving skills; - Analytical skills; - Fluency in Kinyarwanda, English, French and/or Swahili, knowledge of all is an advantage. 	
	Software Development Senior Engineer	Software Development Senior Engineer	<p>Master's degree in Computer Science, Software development, Computer Engineering, Information and Communication Technology, Electronics and Telecommunication Engineering with one year of working experience in ICT or Bachelor's degree in Computer Science, Software Engineering, Computer Engineering, Information and Communication Technology, Electronics and Telecommunication Engineering or Information Management with 2 years of working experience and Certifications in advanced software development is an added advantage.</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Knowledge of Rwanda's justice IT Policies and Strategies as well as National IT Policy; - Deep Understanding of information technology and telecommunications; - Capacity to research and analyse software program requirements; - Interpersonal and Communication skills; - Negotiation and Problem Solving skills; - Analytical skills; - Fluency in Kinyarwanda, English, French and/or Swahili, knowledge of all is an advantage. 	2
	Maintenance Technician	Maintenance Technician	<p>Bachelor's degree in 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 Certifications in A+, N+ is required.</p>	3

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			<p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Knowledge of Rwanda's justice 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; - Fluency in Kinyarwanda, English, French and/or Swahili, knowledge of all is an advantage. 	
S/Total				10
TOTAL STRENGTH				1,346

Bibonywe kugira ngo bishyirwe ku mugereka w'Iteka rya Minisitiri w'Intebe N°93/03 ryo ku wa 04/06/2018 rishyiraho imbonerahamwe y'imyanya y'imirimo y'Urwego rw'Igihugu rushinzwe Ubugenzacyaha

Seen to be annexed to the Prime Minister's Order N°93/03 of 04/06/2018 determining organizational structure of Rwanda Investigation Bureau

Vu pour être annexé à l'Arrêté du Premier Ministre N°93/03 du 04/06/2018 portant structure organisationnelle de l'Office Rwandais d'Investigation

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Kigali, ku wa 04/06/2018

(sé)

Dr. NGIRENTE Edouard

Minisitiri w’Intebe

(sé)

RWANYINDO KAYIRANGWA Fanfan

Minisitiri w’Abakozi ba Leta n’Umurimo

**Bibonywe kandi bishyizweho Ikirango
cya Repubulika:**

(sé)

BUSINGYE Johnston

Minisitiri w’Ubutabera/Intumwa Nkuru ya
Leta

Kigali, on 04/06/2018

(sé)

Dr. NGIRENTE Edouard

Prime Minister

(sé)

RWANYINDO KAYIRANGWA Fanfan

Minister of Public Service and Labour

**Seen and sealed with the Seal of the
Republic:**

(sé)

BUSINGYE Johnston

Minister of Justice/Attorney General

Kigali, le 04/06/2018

(sé)

Dr. NGIRENTE Edouard

Premier Ministre

(sé)

RWANYINDO KAYIRANGWA Fanfan

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