



JOB VACANCY ANNOUNCEMENT

COPEDU Plc is a Public Limited Company licensed by the National Bank of Rwanda to operate as a Financial Institution registered in the Office of the Registrar General with Company Code:100544628, P.O Box.4053, Kigali. COPEDU Plc is a Deposit Taking Financial Institution operating in Rwanda offering Banking services as mandated under the Rwandan law.

COPEDU Plc wishes to encourage all qualified, capable, and interested candidates to apply for the position of **Products Development & Innovation Officer**.

Department: Business & Financial Products Innovation

Reports to: Product Development and Innovation Manager

Location: Kigali

General description

The Product Development & Innovation Officer is responsible for driving the development, improvement, and innovation of products and services that align with organizational goals, customer needs, and market trends. The officer leads product innovation initiatives, conducts market research, collaborates with cross-functional teams, and ensures successful product implementation and continuous improvement to support business growth and competitiveness.

Key Responsibilities

- Identify market opportunities, customer needs, and emerging industry trends.
- Develop and improve products, services, or solutions to meet business objectives.
- Conduct market research, competitor analysis, and product feasibility studies.
- Coordinate product development activities from idea generation to implementation.
- Collaborate with internal departments such as marketing, operations, finance, technology, and customer service.
- Prepare product proposals, business cases, and innovation strategies.
- Monitor product performance and recommend enhancements or modifications.
- Ensure products comply with organizational standards, regulations, and quality requirements.
- Support product launches, pilot testing, and commercialization activities.
- Track innovation projects and prepare periodic progress reports.
- Promote a culture of creativity, continuous improvement, and innovation within the organization.

REQUIRED PROFILE AND QUALIFICATIONS

- Bachelor's degree in Marketing, Business Administration or another related field
- At least 2 years of experience in marketing or product development in banking sector.

- Strong communication skills to build and maintain internal and external relationships
- Excellent interpersonal, negotiation, and influencing abilities
- Proven management skills with a focus on optimizing team performance
- Strong commercial and financial acumen
- Advanced analytical skills with the ability to interpret and present complex data
- Technical mindset with the ability to understand and translate technical data for diverse audiences
- Highly numerate with expertise in researching, managing, and manipulating numerical information

All applications must include:

- A motivation letter;
- A copy of the National ID;
- A detailed Curriculum Vitae (CV);
- Copies of academic and professional certificates.
- Copies of certificates of rendered service.

COPEDU PLC offers the following staff benefits:

- Competitive and attractive salary package based on experience and qualifications
- Annual leave allowance;
- Long service recognition allowance;
- Preferential interest rates on staff loans;
- Annual performance bonus based on individual and company performance;
- Medical insurance coverage;
- Supportive and collaborative working environment;
- Opportunities for continuous professional development and career advancement;
- Etc.

Candidates are required to send their applications in **One (1) pdf** document through the email; hr-recruitment@copeduplc.rw not later than **05/06/2026**. Only selected candidates will be contacted.

Done on **25/05/2026**.

KABERA RWAGATARE Charles
Executive Director


