

The Rwanda Institute for Conservation Agriculture (RICA) is a unique and innovative English language undergraduate institution dedicated to preparing the next generation of agricultural leaders of Rwanda and East Africa. Students at RICA engage in curricular and co-curricular learning opportunities emphasizing Conservation Agriculture and One Health principles, oral and written communication, leadership, and entrepreneurship.

In an experiential learning environment, students develop the knowledge and experience necessary for a wide range of careers in agriculture. Students at RICA experience the six Enterprises including Dairy, Poultry and Swine, Food Processing, Row and Forage Crops, Vegetable and Fruit Crops, Irrigation and Mechanization.

The curriculum is designed to incorporate threads of Innovation, Conservation, One Health Systems Thinking, and Entrepreneurship. Communication, One Health Systems Thinking, and Entrepreneurship are woven throughout the curriculum.

All RICA graduates will be innovative problem solvers able to operate farms and ranches, start agribusinesses, assume management roles in cooperatives, NGOs, and other agricultural enterprises, serve their communities as extension agents and technical and policy experts, or assume positions of agricultural leadership in Rwanda.

Position: Veterinarian

Job Type : Full time

Location : Bugesera Campus

Position Overview

We are seeking a qualified, motivated, and experienced veterinarian to oversee animal health, as well as support hands-on student training. The successful candidate will provide clinical veterinary services, support academic programs and contribute to research and outreach activities in line with RICA's mission. Candidates who have a passion for agricultural education and who are willing to actively engage with students in the learning environment by demonstrating technical knowledge and practical skills will be prioritized.

RESPONSIBILITIES

i. **Administration and management of RICA veterinary clinic**

- Proper management of facilities and equipment of RICA Veterinary Clinic.
- Provide clinical diagnosis, treatment, and preventive care for all animals presented to the Clinic
- Organize the procurement and proper management of drugs and other supplies in the Clinic.
- Maintain accurate clinical records, prepare report, and monitor inventories of drugs, medical supplies, and equipment.
- Contribute to the continuous improvement of clinic operations and the quality of service delivery.
- Conduct laboratory testing for animal diseases at the Clinic and Analytical Laboratory.

- Develop and implement standard operating procedures (SOPs), policies, and protocols of the Clinic.
- Prepare and manage the Veterinary Clinic budget.
- Any other relevant tasks that may be assigned by his/her supervisor.

ii. **Animal health services**

- Oversee animal health and welfare within the RICA Veterinary Clinic and associated teaching farms.
- Deliver high-quality veterinary medical care, including clinical examinations, laboratory diagnostics, treatment, diseases prevention and control, minor and major surgical procedures, and emergency care.
- Supervise students and support staff during clinical and field activities.
- Ensure compliance with biosecurity, animal welfare, and professional veterinary standards within RICA animal production farms.
- Closely collaborate with RICA livestock enterprise/units leads and One-Health Thread Coordinator regarding animal health management.

iii. **Academic support**

- Provide hands-on training on animal health interventions to support academic programs, practical sessions and training activities
- Coordinate practical sessions and provide mentorship for first year students in animal husbandry.

iv. **Research and outreach**

- Support community outreach, extension services, and continuing professional development programs.
- Participate in research projects, including data collection, analysis, and reporting.

MINIMUM QUALIFICATIONS

- A Doctor of Veterinary Medicine (DVM), Bachelor of Veterinary Medicine (BVM), or equivalent degree from a recognized institution.
- Must be registered and licensed with RCVD.

PREFERRED QUALIFICATIONS (Experience with clinical cases)

- At least 5 years of experience in clinical practices, preferably with exposure to both large and small animals.
- Hands-on experience with management of minor and major clinical cases including those that require surgical operation.

EXPERIENCE WITH ANIMAL HUSBANDRY

- Hands-on experience in smallholder and enterprise-scale animal health care.
- Strong knowledge of animal husbandry, disease prevention, and treatment protocols.
- Good knowledge and previous practice of artificial insemination and embryo transfer.

MANAGEMENT OF VETERINARY CLINIC

- Experience with veterinary clinic management
- Familiarity with pharmaceutical management, medical supplies procurement, and inventory control.
- Proven skills in clinic operations management, including scheduling, inventory, and equipment oversight.

- Strong knowledge of clinical veterinary procedures, animal welfare standards, and biosecurity protocols at veterinary clinic.
- Familiarity with pharmaceutical management, including procurement, storage, dispensing, and regulatory compliance.
- Proven experience in managing or supervising a veterinary clinic or animal health facility.
- Knowledge of laboratory services, diagnostic procedures, and clinical record management systems.

SOFT SKILLS & ADDITIONAL INFORMATION:

- Ability to work independently and as part of a multidisciplinary team.
- Demonstrated ability to work effectively with students, staff, and external stakeholders.
- Excellent communication and interpersonal skills, with a commitment to teaching and mentorship.
- Fluent speaker of English.
- This is a full-time position based at RICA campus.
- The Veterinarian reports to the Deputy Vice Chancellor for Extension and Applied Research.
- The veterinarian will be expected to participate in outreach activities, student supervision, and occasional after-hours emergency care.

HOW TO APPLY

- Fill the information required, upload and submit the documents in English to the link provided below.
- Cover Letter summarizing intent and suitability for the position.
- List of Recommenders with contact information.
- **Kindly merge your Resume, CV, Degree Certificates**, and any other relevant documents into a single PDF file before uploading.

Application Link : <https://rica.bamboohr.com/careers/134>

Application review will begin February 23rd, 2026 and will continue until the position is filled.

Website: [https://www.rica.rw/](http://www.rica.rw/)