



IBTC Enterprise

Icyizere Business and Training Center Enterprise

U Rwanda, Intara y'iburengerazuba
Akarere ka KARONGI, Umurenge wa GISHYITA
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Gishyita, ku wa 19 Mata 2026

ITANGAZO RY'AKAZI

IBTC Enterprise ni ikigo kigamije gutezimbere guhanga udushya mu bikorerwa mu Rwanda, ubumenyingiro n'ikoranabuhanga rigezweho. Dufasha umuntu kumenya icyo akeneye kugira ngo agere ku ntego yihaye (Carrier) mu gihe gito.

Ikigo **IBTC Enterprise**, binyuze mu mashami yacyo **ITTC** (Icyizere Training and Teaching Center) na **IB Ltd** (Icyizere Business Limited), kinejewe no kumenyesha abantu bose babyifuza ko kiri gutanga akazi ku **bantu 120**. Aka kazi kazamara imyaka itatu, ko kwamamaza ibikorwa by'ikigo no gushaka abanyeshuri bashya bashakira kwiga imyuga itandukanye kigisha. Muri iki gihe hari igabanyiruzwa (Promotion) rya **20%** ku muntu wese wiyandikisha ku kiguzi cy'amasomo aziga. Turashaka abakozi b'abahanga mubyo ubucuruza n'ukwamamaza (Marketing Agents) bakorera mu Rwanda ndetse n'abakorera hanze y'arwo.

1. IMYANYA Y'AKAZI IHARI

- **Abakozi 90** bazakorera mu Rwanda (mu turere twose).
- **Abakozi 30** bazakorera hanze y'u Rwanda (bashobora gukoresha ikoranabuhanga n'imbuga nkoranyambaga cyangwa bakaba babayo).

2. INSHINGANO Z'UMUKOZI

- ✓ Kwamamaza ibikorwa bwose by'ikigo IBTC Enterprise.
- ✓ Gushaka abanyeshuri bakeneye kwiga imyuga y'igihe gito (Gukora ibikoreshe by'isuku, ubutetsi, ubuhinzi bw'imbuga, imbuto n'ibihumyo, n'ikoranabuhanga).
- ✓ Gusobanurira abantu serivisi n'ibicuruzwa bya IBTC Enterprise mu turere twose baherereyemo.
- ✓ Gufasha abanyeshuri bashya kwiyandikisha no kubahuza n'ubuyobozi bw'ikigo.

3. IMYIFATIRE Y'ABAKOZI N'AMATEGEKO AGENGA AKA AKAZI

- ❖ **Ubushobozi bw'imukozi:** Umukozi agomba kuba afite ubushobozi bwo kuvugana n'abantu neza kandi akoreshe amakuru y'ukuri yatanze n'ikigo. Umukozi agomba kuba azi kuvuga neza nibura indimi ibyiri. Umukozi agomba kuba yarize amashuri y'isumbuye afite amanota meza mu ishamba rya ariryo ryose, abaye arize kaminuza byaba ari akarusho.
- ❖ **Kwiringera mu kazi:** Umukozi ushaka akazi ni we wimenyera ibijyanye n'ikiguzi k'ingendo n'itumanaho rye mu gihe ari mu kazi. Umukozi agomba kwitunga.
- ❖ **Ibihano ku mukozi:** Umukozi utabika ibanga ry'akazi, uwakira ruswa yitwaje akazi yahawe, utagendera ku mategeko n'amabwiriza y'akazi, bishobora kumukurizamo guhagarikwa cyangwa kwirukanywa ntanimerewe ahawe.
- ❖ **Gukorera mu mucyo:** Umunyeshuri uje avuga aho yakuye amakuru cyangwa azanywe n'umwamamaza runaka, agomba kuba yiyandikishije mu buryo bwemewe n'amategeko kugira ngo umwamamaza abarirwe amafaranga ye.
- ❖ **Inshingano z'ikigo:** Ikigo IBTC Enterprise nicyo gishinzwe guhemba abakozi bose, kwakira umunyeshuri bashya no kumuha inyigisho (training courses) n'icyemezo (Certificate) nyuma yo kurangiza kwiga.



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4. INYUNGU N'UMUSHAHARA BY'UMUKOZI

Ikigo IBTC Enterprise cyashyizeho uburyo bwiza bwo guhemba abakozi bacyo mu buryo bubiri:

✓ **Umushahara uhoraho (Basic Salary):** Buri mukozi azajya ahembwa 15 \$ (Amadorari ya Amerika angana n'ibihumbi 25,000 FRW y'amafaranga y'u Rwanda) buri kwezi.

✓ **Agahimbazamusyi (Bonus):** Umukozi azajya ahabwa 2,000 FRW kuri buri munyeshuri umwe azanye agatangira kwiga.

Icyitonderwa: Aka kazi ntikakubuzwa gukora indi mirimo yawe isanzwe (it is a part-time/flexible job). Ubishoboye abikora bitabangamiye akandi kazi afite. Amafaranga yishyura mu buryo bwa telephone cya Banks iya ariyo yose ikoresha uburyo bw'ikoranabuhanga (Internet Banking).

5. IBISABWA KUGIRA NGO UTANGIRE

Kugira ngo wemerwe nk'umwamamaza (**Agent**) wa IBTC Enterprise, ugomba:

- ✓ Kuba azi kwikoresha mu kazi, akabika ibanga ry'akazi kandi akorera ahariho hose yishakire.
- ✓ Kuba uzi neza amasomo atangwa n'ibiciro byayo by'aburi somo, ibicuruzwa na buri Serivise zose
- ✓ Kuba uzi aho ikigo gihereye (Karongi, Gishyita) kugira ngo usobanurire abakiriya neza.
- ✓ Kwiandikisha ku buyobozi bw'ikigo binyuze mu kohereza ubusabe kuri fomo yatazwe irimo umwirondoro wanditse neza (CV) n'ibaruwa wandikiye umuyobozi w'ikigo n'ibindi byangobwa bisabwa.
- ✓ Kuba agerageza gukoresha ikoranabuhanga ariko kandi ahabwa amahugurwa mbere yo kujya mu kazi ajyanye n'ikoranabuhanga rikoreshe mu kazi.
- ✓ Gutsinda ikizamini gikorwa mu buryo bw'ikoranabuhanga (Online Test)

Icyitonderwa: Kohereza ubusabe, bazarangira n'itariki ya 30 Gicurasi 2026.

6. IBINDI

Abanyeshuri bashobora kwiga mu gitondo, nyuma ya saa sita, nimugoroba, cyangwa se **Online (kuri interineti)**. Ibi bituma umwamamaza ashobora gushaka abantu batuye aho ari ho hose mu gihugu kuko bashobora kwigira mu rugo.

Abashaka kwiandikisha, bafungura iyi fomo bakayuzuzura; <https://forms.gle/bxSL61mMYqdByDBb7>. cyangwa ubundi busobanura, yadusanga aho dukorera cyangwa akatwandikira cyangwa akaduhamagara kuri phone cyangwa what's app +250737092255 / +250788902924 na E-mail: ibtcltd@gmail.com.

Bikorewe i Gishyita, ku wa 19 Mata 2026.

Ubuyobozi Mukuru w'ikigo IBTC Enterprise.

Rukundo Love TWAGIRAYESU

