



KITUI WATER AND SANITATION CO.

P.O. BOX 341 – 90200

KITUI

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Kitui Water and Sanitation Company (KITWASCO) is a Water Service Provider (WSP) established under the Water Act 2016, The County Governments Act 2012 and Water Sector Regulatory Board (WASREB) guidelines 2016. The core mandate of the company is to provide water and sanitation services within the designated service area. To ensure effective delivery of services, we wish to recruit a competent and qualified person to fill the following position:-

S/No.	Job Title	Job Ref. No.	No. of Positions	Terms of Service
1.	Managing Director	KITWASCO/01 /2024/001	One (1)	Three (3) years contract renewable subject to satisfactory performance.

General Purpose

Reporting to the Board of Directors, the candidate will be responsible for providing strategic leadership to KITWASCO steering it to sustainability and prosperity through strategic change for effectiveness, efficiency, and innovativeness in service delivery.

He or she will ensure full implementation of the Board of Director's decisions as well as establishing management systems and structures aligned to the company's strategic goals and improve performance, diminish non-revenue water and ensure statutory compliance.

Remuneration: The salary and other benefits will be as guided by the company's salary structure.

Key Responsibilities:

a) Corporate Management and Administration

1. Demonstrate understanding and capacity to manage key stakeholders in KITWASCO.
2. Provide strategic leadership to the management in the implementation of the company strategy and the board's decisions.

3. Effectively manage the calendar of the board of directors for optimum productivity.
4. Facilitate effective decision making by providing quality decision support information.
5. Ensure statutory compliance with all relevant statutory bodies.
6. Capacity to effectively lead strategic change management process.
7. Effective human resource management and authorised officer.

b) Financial Management, Accounting and Revenue Mobilization.

1. Accounting officer as provided in the PFM Act 2012.
2. Demonstrable capacity to develop programme-based budget adhering to the statutory standards and budgeting cycle time lines.
3. Demonstrable capacity to develop an effective internal control system (ICS) and a control environment to mitigate financial risks including loss of revenue, low collection rate and low cash inflows, among others.
4. Ensure prudent budget absorption and implementation.
5. Capacity to manage revenue mobilization including through partnerships.
6. Effectively manage the assets and liabilities of the company.
7. Oversee effective financial accounting and preparation of financial reports.
8. Effectively manage internal and external audit processes.

c) Project and Operations Management

1. Demonstrate capacity to oversee sustainable water project design with the requisite project documents.
2. Demonstrate capacity to manage water projects to completion.
3. Demonstrate capacity to ensure effective maintenance of KITWASCO infrastructure.
4. Capacity to effectively coordinate teams and large company operations.
5. Demonstrate capacity to utilise modern technology to ensure efficiency in operations, particularly reduction of non-revenue water and costs.
6. Any other duties assigned by the board of directors.

Qualifications, Knowledge, Skills and Experience required for this role.

1. A Bachelor's degree in the following disciplines: Business Management and Administration, Economics, Agribusiness Management, Water and Environmental Engineering, Civil Engineering, Law, Water Resources Management, Project Management, and other related fields.
2. A Masters degrees in a field relevant to the aforementioned disciplines will be an added advantage.
3. Be registered with the relevant professional body.
4. Have a certificate in corporate governance or management training course not lasting less than 4 weeks or at least two (2) relevant continuous professional development course certificates.
5. Possess a minimum of 15 years working experience, 10 of which should be at a senior management level in public or private sector.

6. A good understanding of management of strategic change and reforms in line with the laws governing water and sanitation services sector in Kenya.
7. Excellent interpersonal and leadership skills with highly demonstrable competences in strategy formulation and execution, building a shared vision, championing stakeholders and customer delight, and effective people management skills.

Other Requirements

1. Be a Kenyan Citizen.
2. Candidates must attach a clear copy of their national identity card or passport.
3. The successful candidate will be required to comply with Chapter 6 of the Constitution of Kenya 2010 by providing clearance documents from Higher Education Loans Board (HELB), Directorate of Criminal Investigations (DCI), Kenya Revenue Authority (KRA), Credit Reference Bureau (CRB) and Ethic and Anti-Corruption Commission (EACC).

How to Apply

Written applications enclosing current Curriculum Vitae, Copies of academic, professional certificates and other testimonials and National Identity (ID) card should be submitted in a sealed envelope addressed to:

**The Chairman
Kitui Water and Sanitation Company
P. O Box 341 - 90200.
KITUI.**

A copy of the application documents should also be submitted via email address: chairmankitwasco@kitui.go.ke

Or delivered by hand at the reception desk of Kitui Water and Sanitation Company Limited Offices located a few meters opposite the Governor's office gate, to be received on or before **Friday 7th June 2024 at 5:00pm.**

Important information

- (i) Only short-listed candidates will be contacted.
- (ii) Short-listed candidates will be required to produce their original National Identity cards, Certificates and Testimonials at the interview.
- (iii) Kitui Water and Sanitation Company is an equal opportunity employer and youth, women and persons with disabilities are encouraged to apply.
- (iv) Canvassing in any form will lead to automatic disqualification.



**The Chairman
Kitui Water and Sanitation Company.**