



"Maji Safi Maisha Bora"
"Quality Water Healthy Livelihood"

KAKAMEGA COUNTY WATER AND SANITATION COMPANY

P.O. BOX 1189 – 50100

TEL: 056-30355 FAX: 056-31506

E-mail: kacwasco@gmail.com

VACANCY ANNOUNCEMENT

Kakamega County Water and Sanitation Company (KACWASCO) is a Water and Sanitation Services Provider mandated by County Government of Kakamega and Licensed by Water Services Regulator Board to Sustainably Provide Quality, Reliable and Affordable Water and Sanitation Services to residents of Kakamega County. To strengthen our Management Team, the Company seeks to recruit a qualified, experienced and results-oriented individual to fill the position of **Technical Services Manager** as detailed in the table below.

JOB DESCRIPTION

Position:	Technical Services Manager
Department:	Technical Services
Reports To:	Managing Director
Terms of Engagement:	Five (5) years Contract renewable once based on satisfactory performance
Job Grade:	KACWASCO Scale –Two (2)
Posts:	One (1)
Job Ref:	KACWASCO/TM/2025/01
Closing Date:	5 th November, 2025.

Job Summary:	The Technical Services Manager will be responsible for planning, coordinating, and supervising all technical operations of the Company to ensure efficient service delivery. Reporting directly to the Managing Director
Key roles and responsibilities	1. Provide strategic and technical leadership in the Technical Services Department to ensure provision of high-quality services to customers. 2. Steer the development of departmental policies, procedures and actions plans in line with the Company mission and objectives.

	3. Overseeing sourcing, production, treatment, and distribution of water. 4. Overseeing maintenance of the water infrastructure. 5. Coordinating monitoring water levels in all the company's storage reservoirs on daily basis. 6. Ensuring undertaking technical evaluation of water applications. 7. Ensuring regular, prompt and accurate preparation of water production and supply statistics. 8. Ensure the quality checks are carried out on time and remedial action taken. 9. Oversee preparation of comprehensive departmental reports and budgets to Managing Director to facilitate decision-making. 10. Ensure development of departmental staff through training and motivation. 11. Ensure that water infrastructure is operated and maintained to the required standards. 12. Advise the Company on the acquisition of capital assets and on all technical matters. 13. Provide technical expertise and advise in the acquisition of contractors and consultants for major works 14. Provide overall supervision of major works. 15. Participate in setting performance targets for technical staff in the Company' 16. Oversee the planning and coordination of quality, maintenance, and engineering. 17. Ensure availability of required engineering talent.
Academic Qualifications	• Must have a Bachelor's degree in Water Engineering, Civil Engineering or related field from a recognized University. • Master's degree in Relevant Engineering field will be an added advantage.
Professional Certification	• Must be a certified Engineer registered with the Engineers Board of Kenya (EBK), Kenya Engineering Technologist Registration Board (KETRB) or any other relevant professional body to the Position.
Technical competencies	• Knowledge in water supply, sanitation engineering, project management, asset/infrastructure management, ICT (SCADA/GIS). • Wide practical Knowledge in Non-Revenue Water Reduction and Management. • Familiarity with the Water Regulation Information System (WARIS) and WASREB impact reports. • Proven experience in project management, operations management, and infrastructure development. • Strong leadership, communication, and analytical skills.

	• Knowledge of service delivery models and performing indicators in the WASREB guidelines.
Leadership and Managerial competencies	• Strategic planning, decision making, resource management, team leadership, and stakeholder engagement. • Strong managerial and supervisory skills
Behavioral Competencies	• Integrity, professionalism, communication, adaptability, customer focus, teamwork. •
Experience	• Have successfully served in a comparable position with similar responsibilities for a minimum period of 5 years. • Wide experience in the water engineering. • Experience in Green Engineering.

Application Procedure

Interested candidates who meet the above requirements should submit their applications, including a cover letter, detailed curriculum vitae (CV), copies of academic and professional certificates, and contact details of three referees.

Applications should be clearly marked “**Job Ref: KACWASCO/TM/2025/01 – Technical Services Manager**” and delivered to:

Chairman - Board of Directors,

Kakamega County Water and Sanitation Company,

PO BOX 1189- 50100

KAKAMEGA.

Deadline for applications: **5th November, 2025 at 5:00PM EAT**

NOTE: All Applications must be submitted in Hard Copies only

Please note:

1. Only shortlisted candidates will be contacted.
2. **Canvassing in any form will lead to automatic disqualification**
3. KACWASCO is committed to availing equal employment opportunities to all Kenyans, Women, persons living with disabilities, the marginalized and the minorities who meet the requirements of the advertised position are strongly encouraged to apply.
4. It is criminal offence to present fake certificates/documents

5. Shortlisted candidates shall be required to produce **ORIGINAL & PROFFESIONAL** certificates during the interview.
6. Shortlisted candidates will be required to provide the following requirements of Chapter Six of the Constitution of Kenya 2010 on leadership and integrity;-
 - I. Current Certificate of Good Conduct
 - II. Tax Compliance Certificate
 - III. KRA PIN Certificate
 - IV. Clearance Certificate from Credit Reference Bureau
 - V. Clearance from Ethics and Anti- Corruption Commission (EACC)
 - VI. Clearance Certificate from Higher Education Loans Board (HELB)

Hard Copies Applications to be submitted to;

Chairman – Board of Directors

Kakamega County Water and Sanitation Company (KACWASCO)

PO BOX 1189-50100

KAKAMEGA