



"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

POSITION: MANAGING DIRECTOR

JOB REF: KACWASCO/MD/2026/04

GRADE: KACWASCO SCALE 1

TERMS: 5-YEAR CONTRACT

Kakamega County Water and Sanitation Company (KACWASCO) is a county Water Service Provider established under the Kakamega County Water and Sanitation Services Act 2021, Incorporated under the Companies Act 2015. The Company's core mandate is to provide water and sanitation services to Kakamega County citizenry. To strengthen our service delivery and enhance operational efficiency, we invite applications from qualified, experienced, and motivated individuals to fill the position of **Managing Director**.

Key Responsibilities

The Managing Director will provide strategic guidance and direction in line with the vision and mission statements of the company. He will ensure that the Company achieves its short- and long-term objectives to the Board. The Managing Director will manage the company's resources, motivates workforce, cultivates strong relationships with all stakeholders and entrenches a high-performance corporate culture. the successful candidate will:

1. Overseeing KACWASCO's operations to ensure efficiency, quality, service and cost-effective management of resources;
2. Providing leadership in the development and implementation of the Company's strategic plan, policies, procedures, practices, and operating plans and ensure that it provides safe water and sanitation services that satisfy its customers' and the shareholders' needs for growth and return on investment;
3. Establishing and implementing the company's managerial, financial and operational systems and controls;

4. Overseeing the preparation and implementation of the performance appraisal systems and contracts of all departments;
5. Providing strategic direction on new investments, business opportunities and change initiatives;
6. Ensuring prudent management of resources and assets for the company while promoting institutional accountability;
7. Serving as a link between the Board and members of staff and ensures Board decisions are implemented and reported on time. Provide regular, thorough and prompt communication to the Board on key technical, financial and administrative matters;
8. Nurturing relationships and networks with business partners and stakeholders;
9. Recommending to the Board of Directors for approval, the annual budget based on corporate strategic plan and annual business plan;
10. Mobilizing resources for the expansion of water and sanitation infrastructure;
11. Promoting sound corporate governance and ethical standards that enhance the Company's corporate image;
12. Nurturing the organization's human resource and ensure that appropriate management structure and policies are developed and implemented;
13. Cultivating and encouraging a high productivity culture of results in the company.
14. Developing and implementing performance management and improvements strategies in major areas of the company's operations in order to:
 - a) Improve and monitor the quality, life - span as well as utilization of company's infrastructure;
 - b) Improve water purification and distribution, sewerage treatment and disposal to the required quality and standards;
 - c) Invest the company's funds in profitable business ventures to generate additional income for the company within the water and sewerage sector;
 - d) Raise and sustain employees' performance standards, engender a sense of commitment to duty and company values;
 - e) Improve and maintain a sound company organization posture that portrays a positive image to the public through the quality of service provided;
 - f) Initiate and maintain good liaison with external support agencies and other investors with respect to potential investments in capital expenditure projects within the set guidelines; and
 - g) Provide overall management guidance and advice to the senior staff, including managers.

Academic Qualifications

Be a holder of a bachelor's degree in Civil or water Engineering, Environmental Science, Finance, Economics, Business Administration, Human Resource, or Law from a recognized university in Kenya;

1. Have a Master degree in Engineering, Finance, Economics, Business Administration, Human Resource or Law from a recognized university in Kenya;
2. A member in good standing with the relevant professional body;

Leadership and Managerial competencies

1. Meet the requirements of leadership and integrity as set out in Chapter Six of the Constitution of Kenya, 2010;
2. Have served in the scale of Chief Manager or a comparable and relevant position in the Public or Private sector for a minimum period of three (3) years;
3. Have attended a Strategic Leadership Development or Management Programme lasting not less than six (6) weeks in a recognized institution;

Core Competencies

1. Leadership;
2. Stakeholders' relations;
3. People management;
4. Resource management;
5. Policy formulation and implementation;
6. Planning, coordination and strategy implementation

Relevant work Experience

1. Have a minimum of 7 years' relevant management experience;

Terms of Service

- The appointment will be on a **five (5)-year contract**, renewable subject to satisfactory performance.

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/MD/2026/03 – Managing Director”**

Hand delivered to: The Chairman Board of Directors, Kakamega County Water and Sanitation Company, PO BOX 1189- 50100 KAKAMEGA on or before **Friday 24th April, 2026 at 5pm**

OR

Email to kacwasco@gmail.com in PDF and attached as one document on or before **Friday 24th April, 2026 at 11:59 pm**

Please note:

1. Must be a Kenyan citizen.
2. Only shortlisted candidates will be contacted.
3. Canvassing in any form will lead to automatic disqualification
4. 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.
5. It is criminal offence to present fake certificates/documents
6. Shortlisted candidates shall be required to produce **ORIGINAL & PROFFESIONAL** certificates during the interview.
7. Appointed candidates must meet the requirements of Chapter Six of the Constitution of Kenya.