

# KIBWEZI - MAKINDU WATER AND SANITATION COMPANY



DC's office compound  
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Kibwezi-Makindu Water and Sanitation Company Limited (KIBMAWASCO) is a water service provider established under Makueni County Water Services Act of Makueni County Assembly (Makueni Acts No. 3 of 2020) to provide clean potable water and sanitation services to the residents of Makueni in Kibwezi, Makindu, MtitoAndei and its environs. To achieve this, 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	KIBMWSC/05/2024/001	One (1)	Three (3) years Contract renewable subject to satisfactory performance

## General Purpose

The candidate will be responsible for providing strategic leadership to Kibwezi-Makindu Water and Sanitation Company Limited, positioning it for rapid growth and leading cultural transformation. The person appointed shall head the management team and shall oversee the company's day-to-day functions and operations.

(S)He will ensure implementation of the Board of Directors' decisions as well as establish long-term goals, strategies, plans and policies that are aimed at improving performance, service delivery, attaining growth and improving operational efficiency.

## Reporting to the Board of Directors.

**Remuneration:** It will be as guided by the Company Salary Structure

## Key Responsibilities:

1. Developing for approval of the Board of Director's, strategic and business plans, including annual work-plans, budget, and performance targets,
2. Providing strategic leadership and direction, including the management and development of the human resources of the company
3. Planning, coordinating, and implementing all activities of the company in line with the policies and directives approved by the Board of Directors
4. Ensuring proper management, operational efficiency, and corporate reporting requirement of the company
5. Ensuring regulatory compliance and implementation of high standards of internal controls and procedures
6. Driving Business automation to leverage on technology and improve on operational efficiency, effectiveness, and business growth
7. Identifying and developing innovative solutions to increase water and sanitation coverage
8. Leading a cultural transformation and organizational restructuring to position the utility as a leader

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in the water sector.

9. Communicating and liaising with the regulators, and keeping the other key stakeholders, promptly and fully informed.
10. Engaging with and successfully managing strategic relationships with the County Government, the Board of directors, regulatory bodies,
11. Communicating and liaising with the regulators, and keeping the county government, the Board of Directors, and other key stakeholders, promptly and fully informed.
12. Secretary to the Board
13. Submission of reports to the Board of Directors as required

### **Knowledge, Skills, Qualifications and Experience required for this Role**

1. A Bachelor's degree in Engineering (Civil or Water); Business related field; Environmental sciences or their equivalent from a recognized university
2. A postgraduate qualification **in the relevant field will be an added advantage.**
3. Be registered with the relevant professional body and be a member in good standing where applicable
4. Have a certificate in corporate governance or any other management and leadership course lasting not less than four (4) weeks.
5. Possess a minimum of Seven (7) years' experience in management of public/private entities, three (3) of which should be in senior management. Experience in utility management will be an added advantage.
6. Should have extensive knowledge and experience of the water sector and water sector reforms and laws governing water and sanitation service provision in Kenya
7. Excellent interpersonal and leadership skills with highly demonstrable competencies in strategy formulation and implementation, building shared vision, championing customer focus, and managing people in a multi-cultural environment

### **Other Requirements**

1. Be a Kenyan Citizen
2. Candidates must attach a clear copy of their national identity card or passport.
3. Satisfy the requirements of Chapter Six of the Constitution of Kenya 2010 by obtaining clearance from Higher Education Loans Board (HELB), Directorate of Criminal Investigation (DCI), Kenya Revenue Authority (KRA), Credit Reference Bureau (CRB), and Ethics and Anti-Corruption Commission (EACC)- These must be availed at the interview.

### **How to Apply**

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

**The Chairperson**  
**Kibwezi-Makindu Water and Sanitation Company Limited**  
P.O Box 104 - 90137


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Or delivered by hand at the reception desk of Kibwezi-Makindu Water and Sanitation Company Limited Offices located at DCC's office compound Kibwezi to be received on or before 5:00 pm on 31<sup>st</sup> May 2024.

### Important Information

- i. Only Shortlisted candidates will be contacted
- ii. Shortlisted candidates will be required to produce their original National Identity cards, Certificates and Testimonials at the interview.
- iii. Kibwezi-Makindu Water and Sanitation Company Limited 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

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The Chairperson  
Kibwezi-Makindu Water and Sanitation Company Limited