



REPUBLIC OF KENYA

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*Revised Scheme of Service*  
*for*  
*Water and Sewerage Personnel*

NOVEMBER, 2013

APPROVED BY THE PUBLIC SERVICE COMMISSION  
AND  
ISSUED BY THE DIRECTORATE OF PUBLIC SERVICE MANAGEMENT

REPUBLIC OF KENYA



**THE PRESIDENCY  
MINISTRY OF DEVOLUTION AND PLANNING**

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**Date:** 15<sup>th</sup> January, 2014

Ref. No. MDP/DPSM/HRM/4/1(36)

**The Principal Secretary**  
State Department of Water  
Ministry of Environment, Water and Natural Resources  
**NAIROBI**

**SCHEME OF SERVICE FOR WATER AND SEWERAGE PERSONNEL**

I am pleased to inform you that the Scheme of Service for Water and Sewerage Personnel which forms an appendix to this letter has been finalized and is ready for implementation with effect from 28<sup>th</sup> November, 2013.

The Scheme establishes eight (8) grades of Engineers (Water and Sewerage) and seven (7) grades of Inspectors (Water and Sewerage) and provides clear and concise job descriptions and specifications at all levels within the grading structure. Provision of these details will no doubt greatly assist in the recruitment, deployment, retention and general development of the Water and Sewerage Personnel.

Please take the necessary action and ensure that the provisions of the Scheme of Service are brought to the attention of all officers concerned.

A handwritten signature in black ink, appearing to read 'J. Nkoroi'.

**Juster Nkoroi, EBS  
PRINCIPAL ADMINISTRATIVE SECRETARY**

Copy to: **The Secretary**  
Public Service Commission of Kenya  
**NAIROBI**

**The Principal Secretary**  
State Department of Environment and Natural Resources  
**NAIROBI** – For Information

# REVISED SCHEME OF SERVICE FOR WATER AND SEWERAGE PERSONNEL

## 1. AIMS AND OBJECTIVES

- (i) To provide for a well-defined career structure, which will attract, motivate and facilitate retention of suitably qualified Water and Sewerage Personnel in the Civil Service.
- (ii) To provide for clearly defined job descriptions and specifications with clear delineation of duties and responsibilities at all levels within the career structure, which will ensure proper deployment and utilization of personnel and enable each officer understand the requirements of the job.
- (iii) To establish standards for recruitment, training and advancement within the career structure on the basis of qualifications knowledge of the job, merit and ability as reflected in work performance and results.
- (iv) To ensure appropriate career planning and succession management.

## 2. ADMINISTRATION AND TRAINING SCOPE

### (a) Responsibility for Administration

The Scheme of Service will be administered by the Principal Secretary responsible for the water and sewerage services functions in conjunction with the Public Service Commission of Kenya. In administering the Scheme, the Principal Secretary will ensure that its provisions are strictly observed for fair and equitable treatment of officers, and that they are confirmed in appointment on successful completion of the probation period. However, in order to maintain standards in the profession, the provisions of the scheme may be applied by the County Governments as appropriate.

### (b) Training Scope

In administering the Scheme, the Principal Secretary will ensure that officers under the scheme acquire necessary qualifications prescribed in the scheme. In addition the Principal Secretary will ensure that appropriate induction, mentoring, training opportunities and facilities are provided to assist serving officers acquire the necessary additional qualifications/specialization and experience required for both efficient and effective performance of their duties

and advancement within the career structure. Officers should also be encouraged to undertake training privately for self development. However, in all matters of training, the Principal Secretary administering the Scheme will consult with the Public Service Commission.

### **3. THE WATER AND SEWERAGE SERVICES FUNCTION**

The Water and Sewerage Services function involves: - enforcing professional provisions as provided for by the Engineers Registration Board, the Institution of Engineers of Kenya, the Water Act, 2002 and any other related statutes.

#### **The Water and Sewerage Engineering Function**

The Water and Sewerage Engineering function entails:- carrying out feasibility studies to determine the most cost effective means of providing water and sewerage infrastructure; conserving water through construction of appropriate structures; planning and designing water supply and sewerage infrastructures; overseeing the development and construction of water supply and waste water disposal systems; monitoring and evaluating water and sewerage programmes and projects; ensuring professional standards and undertaking quality control during construction of water supply and sewerage infrastructure; and compiling the contract documents for tendering of water and sewerage systems.

#### **The Water and Sewerage Inspection Function**

The Water and Sewerage Inspection function involves:- collecting data for the design of water supply and sewerage systems; interpreting contract documents used on work site; supervising construction of water supply and sewerage infrastructure; enforcing standards during construction of the infrastructure; and monitoring work progress during the construction, operation and maintenance of water supply and sewerage schemes.

### **4. GRADING STRUCTURE AND SCOPE**

#### **(a) Grading Structure**

The Scheme of Service establishes eight (8) grades of Engineers (Water and Sewerage) and seven (7) grades of Inspectors (Water and Sewerage) who will be designated and graded as follows:-

**Inspectors (Water and Sewerage)****Appendix 'A'**

<b>Designation</b>	<b>Job Group</b>
Inspector (Water and Sewerage)	'H'
Senior Inspector (Water and Sewerage)	'J'
Superintendent (Water and Sewerage)	'K'
Senior Superintendent (Water and Sewerage)	'L'
Chief Superintendent (Water and Sewerage)	'M'
Principal Superintendent (Water and Sewerage)	'N'
Senior Principal Superintendent (Water and Sewerage)	'P'

**Engineers (Water and Sewerage)****Appendix 'B'**

<b>Designation</b>	<b>Job Group</b>
Assistant Engineer II (Water and Sewerage)	'K'
Assistant Engineer I (Water and Sewerage)	'L'
Superintending Engineer (Water and Sewerage)	'M'
Senior Superintending Engineer (Water and Sewerage)	'N'
Chief Superintending Engineer (Water and Sewerage)	'P'
Principal Superintending Engineer (Water and Sewerage)	'Q'
Senior Principal Superintending Engineer (Water and Sewerage)	'R'
Chief Engineer (Water and Sewerage)	'S'

**(b) Conversion to the New Grading Structure**

Serving officers will adopt and convert to the new grading structure and designations as follows:-

**Inspectors (Water and Sewerage)****Appendix 'A'**

<b>Current Designation</b>	<b>Job Group</b>	<b>New Designation</b>	<b>Job Group</b>
Inspector (Water)	'H'	Inspector (Water and Sewerage)	'H'
Senior Inspector (Water)	'J'	Senior Inspector (Water and Sewerage)	'J'
Superintendent (Water)	'K'	Superintendent (Water and Sewerage)	'K'

		Sewerage)	
Senior Superintendent (Water)	'L'	Senior Superintendent (Water and Sewerage)	'L'
Chief Superintendent (Water)	'M'	Chief Superintendent (Water and Sewerage)	'M'
Principal Superintendent (Water)	'N'	Principal Superintendent (Water and Sewerage)	'N'
-----	-----	Senior Principal Superintendent (Water and Sewerage)	'P'

### Engineers (Water and Sewerage)

### Appendix 'B'

Current Designation	Job Group	New Designation	Job Group
Engineer II (Water)	'K'	Assistant Engineer II (Water and Sewerage)	'K'
Engineer I (Water)	'L'	Assistant Engineer I (Water and Sewerage)	'L'
Superintending Engineer (Water)	'M'	Superintending Engineer (Water and Sewerage)	'M'
Senior Superintending Engineer (Water)	'N'	Senior Superintending Engineer (Water and Sewerage)	'N'
Chief Superintending Engineer (Water)	'P'	Chief Superintending Engineer (Water and Sewerage)	'P'
Principal Superintending Engineer (Water)	'Q'	Principal Superintending Engineer (Water and Sewerage)	'Q'
Senior Principal Superintending Engineer (Water)	'R'	Senior Principal Superintending Engineer (Water and Sewerage)	'R'
Chief Engineer (Water)	'S'	Chief Engineer (Water and Sewerage)	'S'

**Note:**

- (i) The grades of Inspector (Water and Sewerage), Senior Inspector (Water and Sewerage), Superintendent (Water and Sewerage) and Senior Superintendent (Water and Sewerage), Job Groups 'H/J/K/L' for Diploma holders will form a common Establishment for the purpose of this Scheme.

(ii) *The grades of Assistant Engineer II, Assistant Engineer I, Superintending Engineer and Senior Superintending Engineer, Job Groups 'K/L/M/N', will form a common establishment for the purpose of this Scheme.*

(iii) *Serving water supply operators and meter readers who are in possession of a Diploma in Water related discipline may convert to Inspector (Water and Sewerage), Job Group 'H'.*

**(c) SERVING OFFICERS**

Serving officers will adopt and convert as appropriate to the new grading structures and designations provided in the Scheme of Service though they may not be in possession of the requisite minimum qualifications prescribed in the Scheme of Service. For advancement to higher grades, however, officers must possess the prescribed minimum qualifications and /or experience required for appointment to the grade.

**5. PROVISION OF POSTS**

A scheme of service does not constitute authority for creation of post(s). Any additional post(s) required under the new grading structure must be included in the establishment proposals for consideration and approval by the Public Service Commission.

**6. ENTRY INTO THE SCHEME OF SERVICE**

**(a) Direct Appointment**

Direct appointment will be made in the grade of Assistant Engineer II, Job Group 'K' and Inspector (Water and Sewerage), Job Group 'H'. In exceptional circumstances however, direct appointment may be made beyond these grades by the Public Service Commission on the recommendation of the Principal Secretary, responsible for water and sewerage function provided that the candidate is in possession of the prescribed minimum qualification(s) and experience required for appointment to the grade.

**(b) Incremental Credit**

Incremental credit (s) for approved experience acquired after obtaining prescribed minimum qualifications may be awarded at the rate of one increment for each completed year of approved experience provided the maximum scale is not exceeded. In awarding incremental credit(s), any period of service stipulated as a basic requirement for appointment to a particular grade will be excluded.

**7. ADVANCEMENT WITHIN THE SCHEME OF SERVICE**

The Scheme of Service sets out the minimum qualifications and /or experience required for advancement from one grade to another. It is emphasized, however, that these are the minimum requirements, which entitle an officer to be considered for appointment to the next grade. In addition, advancement from one grade to another will depend on:-

- (i) existence of a vacancy in the authorized establishment;
- (ii) merit and ability as reflected in work performance and results, and
- (iii) the approval by the Public Service Commission.

**8. RECOGNIZED QUALIFICATIONS**

The following are the recognized qualifications for the purpose of this Scheme of Service:-

- (i) Three (3) years Certificate in Technical Training or its equivalent qualification from a recognised institution.
- (ii) Diploma in either Water Supply Technology or Water Engineering or its equivalent qualification from a recognized institution.
- (iii) Higher National Diploma in either Water Supply Technology or Water Engineering or its equivalent qualification from a recognized institution.
- (iv) Bachelors degree in Civil Engineering or its equivalent qualification from a recognized institution.-



- (v) Masters degree in Civil Engineering or its equivalent qualification from a recognized institution.
- (vi) Registration by the Engineers Registration Board of Kenya (ERB).
- (vii) Membership with the Institution of Engineers of Kenya.
- (viii) Project Development and Management course lasting not less than four (4) weeks from a recognized institution.
- (ix) Supervisory Course lasting not less than two (2) weeks from a recognized institution.
- (x) Management Course lasting not less than four (4) weeks from a recognized institution.
- (xi) Senior Management Course lasting not less than four (4) weeks from a recognized institution.
- (xii) Strategic Leadership Development Programme lasting not less than six (6) weeks from a recognized institution.
- (xiii) Certificate in computer applications from a recognized institution; and
- (xiv) Such other qualifications as may be adjudged to be equivalent by the Public Service Commission.

## **9. IMPLEMENTATION OF THE SCHEME**

The Scheme of Service will become operational with effect from 28<sup>th</sup> November, 2013. On implementation, all serving Engineers and Inspectors (Water and Sewerage) will automatically become members of the Scheme.

## 10. JOB AND APPOINTMENT SPECIFICATIONS

### INSPECTORS (WATER AND SEWERAGE)

Appendix 'A'

#### I. INSPECTOR (WATER AND SEWERAGE), JOB GROUP 'H'

##### (a) Duties and Responsibilities

This is the entry and training grade into this cadre. An officer at this level will work under the supervision of a senior officer. Duties and responsibilities will entail:- planning and supervising construction works for water supplies and sewerage schemes; compiling operation and maintenance data; and supervising water supply operators and artisans.

##### (b) Requirements for Appointment

For appointment to this grade, a candidate must have:-

- (i) Three (3) year certificate in Technical Training from a recognised institution;

OR

Diploma in either Water Supply Technology or Water Engineering from a recognised institution; and

- (ii) certificate in computer applications from a recognized institution.

#### II. SENIOR INSPECTOR (WATER AND SEWERAGE), JOB GROUP 'J'

##### (a) Duties and Responsibilities

Duties and responsibilities will entail:- planning, supervising and evaluating water supply and sewerage works; checking operation charts and monthly revenue returns; collecting and analysing data; supervising operations and maintenance of water supplies and sewerage treatment works; and maintaining records of water supplies and sewerage schemes.

##### (b) Requirements for Appointment

For appointment to this grade, an officer must have:-

- (i) served in the grade of Inspector (Water and Sewerage) for a minimum period of three (3) years;
- (ii) three (3) years certificate in Technical Training from a recognised institution;

**OR**

Diploma in either Water Supply Technology or Water Engineering from recognised institution;

- (iii) certificate in computer applications from a recognized institution; and
- (iv) demonstrated merit and shown ability as reflected in work performance and results.

### **III. SUPERINTENDENT (WATER AND SEWERAGE), JOB GROUP 'K'**

#### **(a) Duties and Responsibilities**

Duties and responsibilities at this level will entail:- co-ordinating water supply sewerage works and pollution control; ensuring availability of water supply and provision of sewerage services; and collecting, analysing data and preparing technical reports.

#### **(b) Requirements for Appointment**

For appointment to this grade, an officer must have:-

- (i) served in the grade of Senior Inspector (Water and Sewerage ) for a minimum period of three (3) years;
- (ii) three (3) years certificate in Technical Training from a recognised institution;

**OR**

Diploma in either Water Supply Technology or Water Engineering from a recognised institution;

- (iii) certificate in computer applications from a recognised institution; and
- (iii) demonstrated merit and shown ability as reflected in work performance and results.

**IV. SENIOR SUPERINTENDENT (WATER AND SEWERAGE), JOB GROUP 'L'**

**Duties and Responsibilities**

Duties and responsibility at this level will entail:- coordinating water supplies and sewerage works; ensuring availability of requirements for the operations and maintenance of water supplies; compiling reports; and undertaking technical evaluation of tenders for water and sewerage inputs.

**(b) Requirements for Appointment**

For appointment to this grade, an officer must have:-

(i) served in the grade of Superintendent (Water and Sewerage) for minimum period of three (3) years;

(ii) three (3) years certificate in Technical Training from a recognised institution;

**OR**

Diploma in either Water Supply Technology or Water Engineering from a recognised institution;

(iii) certificate in computer applications from a recognised institution; and

(iv) demonstrated merit and shown ability as reflected in work performance and results.

**V. CHIEF SUPERINTENDENT (WATER AND SEWERAGE), JOB GROUP 'M'**

**(a) Duties and Responsibilities**

Duties and responsibilities at this level will entail:- ensuring availability of requirements for the operations and maintenance of water supply; preparing bills of quantities for water projects; checking the adherence to specification and standards; supervising complex water works; preparing water supply and sewerage programmes; and ensuring that work is progressing on schedule.

**(b) Requirements for Appointment**

For appointment to this grade, an officer must have:-

- (i) served in the grade of Senior Superintendent (Water and Sewerage) for a minimum period of three (3) years;
  - (ii) three (3) years certificate in Technical Training from a recognised institution;
- OR**
- Diploma in either Water Supply Technology or Water Engineering from a recognised institution;
- (iii) certificate in Supervisory Skills course lasting not less than two (2) weeks from a recognized institution;
  - (iv) certificate in computer applications from a recognised institution; and
  - (v) demonstrated merit and shown ability as reflected in work performance and results.

**VI. PRINCIPAL SUPERINTENDENT (WATER AND SEWERAGE), JOB GROUP 'N'**

**(a) Duties and Responsibilities**

Duties and responsibilities at this level will entail:- preparing bills of quantities for water projects; checking the adherence to specification and standards; ensuring that work is progressing on schedule; supervising complex water works; preparing water supply and sewerage programmes; and evaluating and advising on technical reports.

**(b) Requirements for Appointment**

For appointment to this grade, an officer must have:-

- (i) served in the grade of Chief Superintendent (Water and Sewerage) for a minimum period of three (3) years;
  - (ii) Three (3) years Certificate in Technical Training from a recognised institution;
- OR**
- Diploma in either Water Supply Technology or Water Engineering from a recognised institution;
- (iii) certificate in Management Course lasting not less than four (4) weeks from a recognized institution;

- (iv) certificate in computer applications from a recognised institution; and
- (v) demonstrated merit and shown ability as reflected in work performance and results.

## **VI. SENIOR PRINCIPAL SUPERINTENDENT (WATER AND SEWERAGE), JOB GROUP 'P'**

### **(a) Duties and Responsibilities**

This is the highest grade for this cadre. Specific duties and responsibilities will entail:- developing and reviewing operational standards; formulating water tariffs guidelines and strategies for both urban and rural water supplies systems; and providing advice to other institutions on water supply, development and management issues.

In addition, the officer will be responsible for managing, supervising, mentoring, coaching and developing staff under him/her.

### **(b) Requirements for Appointment**

For appointment to this grade, an officer must have:-

- (i) served in the grade of Principal Superintendent (Water and Sewerage) for a minimum period of three (3) years;
- (ii) Higher Diploma in either Water Supply Technology or Water Engineering from a recognised institution;
- (iii) certificate in Management Course lasting not less than four (4) weeks from a recognized institution;
- (iv) certificate in computer applications from a recognised institution; and
- (v) demonstrated outstanding professional competence and administrative ability as reflected in work performance and results.

**I. ASSISTANT ENGINEER II (WATER AND SEWERAGE), JOB GROUP 'K'****(a) Duties and Responsibilities**

This is the entry and training grade for this cadre. An officer at this level will work under the guidance of a senior officer. Duties and responsibilities will include:- carrying out feasibility studies; planning and designing water supply and sewerage infrastructures; and carrying out research activities in various aspects of water, sewerage and hydraulic systems.

**(b) Requirements for Appointment**

For appointment to this grade, a candidate must:-

- (i) be in possession of a Bachelors Degree in Civil Engineering from a recognized institution;
- (ii) be registered by the Engineers Registration Board of Kenya as a Graduate Engineer; and
- (iii) have a certificate in computer applications from a recognized institution.

**II. ASSISTANT ENGINEER I (WATER AND SEWERAGE), JOB GROUP 'L'****(a) Duties and Responsibilities**

Duties and responsibilities at this level will include:- carrying out feasibility studies; planning and designing water supply and sewerage infrastructures; carrying out research activities in various aspects of water, sewerage and hydraulic systems; and ensuring professional standards and undertaking quality control during construction of water supply and sewerage infrastructure.

**(b) Requirements for Appointment**

For appointment to this grade, an officer must:-

- (i) have served in the grade of Assistant Engineer II (Water and Sewerage) for a minimum period of three (3) years;

- (ii) have Bachelors Degree in Civil Engineering from a recognized institution;
- (iii) be registered by the Engineers Registration Board of Kenya as a Graduate Engineer;
- (iv) have certificate in computer applications from a recognised institution; and
- (v) have demonstrated merit and shown ability as reflected in work performance and results.

### **III. SUPERINTENDING ENGINEER (WATER AND SEWERAGE), JOB GROUP 'M'**

#### **(a) Duties and Responsibilities**

Duties and responsibilities at this level will include:- carrying out feasibility studies; planning and designing water supply and sewerage infrastructures; carrying out research activities in various aspects of water, sewerage and hydraulic systems; ensuring professional standards and undertaking quality control during construction of water supply and sewerage infrastructure; supervising the construction of water and sewerage works undertaken directly or by contract; and maintaining water supply and sewerage systems.

#### **(b) Requirements for Appointment**

For appointment to this grade, an officer must:-

- (i) have served in the grade of Assistant Engineer I (Water and Sewerage) for a minimum period of three (3) years;
- (ii) have Bachelors Degree in Civil Engineering from a recognized institution;
- (iii) be registered by the Engineers Registration Board of Kenya as an Engineer;
- (iv) be a member of the Institution of Engineers of Kenya (IEK);
- (v) have certificate in Project Planning/Development and Management course lasting not less than four (4) weeks from a recognized institution;



- (vi) have certificate in computer applications from a recognised institution; and
- (vii) have demonstrated merit and shown ability as reflected in work performance and results.

**IV. SENIOR SUPERINTENDING ENGINEER (WATER AND SEWERAGE),  
JOB GROUP 'N'**

**(a) Duties and Responsibilities**

Duties and responsibilities at this level will include:- carrying out feasibility studies; planning and designing water supply and sewerage infrastructures; carrying out research activities in various aspects of water, sewerage and hydraulic systems; ensuring professional standards and undertaking quality control during construction of water supply and sewerage infrastructure; supervising the construction of water and sewerage works undertaken directly or by contract; maintaining water supply and sewerage systems; and monitoring and evaluation of physical and financial progress of development projects and programmes.

**(b) Requirements for Appointment**

For appointment to this grade, an officer must:-

- (i) have served in the grade of Superintending Engineer (Water and Sewerage) for a minimum period of three (3) years;
- (ii) have Bachelors Degree in Civil Engineering from a recognized institution;
- (iii) be registered by Engineers Registration Board of Kenya as an Engineer;
- (iv) be a member of the Institution of Engineers of Kenya (IEK);
- (v) have certificate in Senior Management Course lasting not less than four (4) weeks from a recognized institution;
- (vi) have certificate in computer applications from a recognized institution; and

- (vii) have demonstrated merit and shown ability as reflected in work performance and results.

**V. CHIEF SUPERINTENDING ENGINEER (WATER AND SEWERAGE),  
JOB GROUP 'P'**

**(a) Duties and Responsibilities**

Duties and responsibilities at this level will include:- carrying out feasibility studies; planning and designing water supply and sewerage infrastructures; carrying out research activities in various aspects of water, sewerage and hydraulic systems; ensuring professional standards and undertaking quality control during construction of water supply and sewerage infrastructure; supervising the construction of water and sewerage works undertaken directly or by contract; maintaining water supply and sewerage systems; monitoring and evaluation of physical and financial progress of development projects and programmes; being a Resident Engineer of a project; and preparing technical tender documents on water supply and sewerage infrastructure.

**(b) Requirements for Appointment**

For appointment to this grade, an officer must:-

- (i) have served in the grade of Senior Superintending Engineer (Water and Sewerage) for a minimum period of three (3) years;
- (ii) have Bachelors Degree in Civil Engineering from a recognized institution;
- (iii) have Masters degree in Civil Engineering from a recognized institution;
- (iv) be registered by Engineers Registration Board of Kenya as an Engineer;
- (v) have certificate in Senior Management Course lasting not less than four (4) weeks from a recognized institution;
- (vi) be a member of the Institution of Engineers of Kenya (IEK);
- (vii) have certificate in computer applications from a recognised institution;  
and

- (viii) have demonstrated general administrative ability required for direction, control and implementation of water and sewerage engineering programs and projects.

**VI. PRINCIPAL SUPERINTENDING ENGINEER (WATER AND SEWERAGE), JOB GROUP 'Q'**

**(a) Duties and Responsibilities**

Duties and responsibilities at this level will include:- preparing professional and quality standards for construction of water supply and sewerage infrastructure; overseeing the construction of water and sewerage works undertaken directly or by contract; formulating, monitoring and evaluating requirements of physical and financial progress of development projects and programmes; verifying technical tender documents on water supply and sewerage infrastructure; and formulating water pricing policies and strategies for rural, urban and waste water systems.

**(b) Requirements for Appointment**

For appointment to this grade, an officer must:-

- (i) have served in the grade of Chief Superintending Engineer (Water and Sewerage) for a minimum period of three (3) years;
- (ii) have Bachelors Degree in Civil Engineering from a recognized institution;
- (iii) have Masters degree in Civil Engineering from a recognized institution;
- (iv) be registered by Engineers Registration Board of Kenya as an Engineer;
- (v) have current valid annual Practicing Licence from the Engineers Registration Board of Kenya;
- (vi) be a member of the Institution of Engineers of Kenya (IEK);
- (vii) have certificate in Strategic Leadership Development Programme lasting not less than six (6) weeks from a recognized institution;
- (viii) have certificate in computer applications from a recognised institution; and

transparency; and overall supervision, management, training and development of staff.

**(b) Requirements for Appointment**

For appointment to this grade, an officer must:-

- (i) have served in the grade of Senior Principal Superintending Engineer (Water and Sewerage) for a minimum period of three (3) years;
- (ii) be in possession of a Bachelors in Civil Engineering from a recognized institution;
- (iii) have Masters degree in Civil Engineering from a recognized institution;
- (iv) be registered by Engineers' Registration Board of Kenya as an Engineer;
- (v) have current valid annual Practicing License from the Engineers Registration Board of Kenya;
- (vi) be a member of the Institution of Engineers of Kenya (IEK);
- (vii) have certificate in Strategic Leadership Development Programme lasting not less than six (6) weeks from a recognized institution;
- (viii) have certificate in computer applications from a recognized institution;
- (ix) have demonstrated managerial, administrative and professional competence in work performance and results; and
- (x) exhibited a thorough understanding of national goals, policies, objectives and ability to relate them to water and sewerage function.