



KenGen
Energy for the nation.

Exciting Career Opportunity

MANAGING DIRECTOR AND CHIEF EXECUTIVE OFFICER

REF: KENGEN/MD&CEO/01/04/2023

Kenya Electricity Generating Company PLC (KenGen) is the leading power generating Company in East Africa with a vision to be the market leader in provision of reliable, safe, quality and competitively priced electric energy in the Eastern Africa region. Through its geothermal-led strategy, the company has also grown over the years and has now diversified its geothermal drilling services beyond the Kenyan borders. In order to drive the KenGen's development and guide it towards long-term success, this is to invite applications from suitable individuals to fill the position of Managing Director and Chief Executive Officer.

A. JOB PURPOSE

Reporting to the Board of Directors, the job holder will be responsible for providing strategic and visionary leadership and full operational responsibility in the development, implementation and evaluation of strategic business plans approved by the Board in order to achieve the Company's mandate.

B. KEY RESPONSIBILITIES

In addition to the above, the job holder will be responsible for the following:

- i. Developing business strategies and plans and ensuring their alignment with short-term and long-term objectives.
- ii. Advising the Board on policy, strategic, technical, financial and administrative matters, in line with the Company's mandate and ensuring they are implemented.
- iii. Ensuring execution and communication of the Board strategies, decisions and policies.
- iv. Overseeing all operations and business activities to ensure consistency with the overall strategy and mission.
- v. Guiding in the development of relevant national policies and legislation in regard to the Energy Sector.
- vi. Developing business strategies and plans and ensuring their alignment with short-term and long-term objectives.
- vii. Ensuring there is effective communication between the staff, management, the Board, Energy Sector and other stakeholders.
- viii. Ensuring achievement of the company's financial and operating goals and objectives.
- ix. Ensuring compliance to all constitutional provisions, Acts of Parliament, statutory provisions, local and applicable international regulations.
- x. Monitoring and controlling the company's performance and finances in accordance with the budgets approved by the Board of Directors.
- xi. Championing innovation in product development and delivery and ensuring improvement in quality and value.
- xii. Authorizing all legal documents.
- xiii. Providing leadership in the development of the Company's programs and ensuring quality through the development and implementation of standards and controls, systems and procedures, regular evaluation and performance management system.
- xiv. Maintaining conducive work environment to attract, retain and motivate employees while fostering a corporate culture that promotes ethical practices and good corporate citizenship.
- xv. Directing the execution of risk management policy and framework that ensures the company has adequate systems and processes of accountability, risk management, internal controls and business continuity.
- xvi. Forging strategic linkages within the business environment with Regulators, Government Ministries, Departments, Agencies, Development Partners and other stakeholders nationally and internationally.
- xvii. Promoting a positive corporate image and being the company's principal spokesperson.
- xviii. Responsible for the day-to-day management and operations.

C. JOB SPECIFICATION

- i. Bachelors degree in a relevant field from a university recognized in Kenya.
- ii. Masters degree in a relevant field from a recognised institution will be an added advantage.
- iii. Membership to a professional body in good standing.
- iv. Meets the provisions of Chapter Six of the Constitution of Kenya 2010.
- v. Leadership/Strategic Management course lasting not less than four (4) weeks from a recognised institution.
- vi. At least fifteen (15) years proven experience in a large organization, five (5) years at Executive Management level.

D. KEY COMPETENCIES

- i. Analytical skills
- ii. Communication skills
- iii. Strategic and innovative thinking
- iv. Interpersonal skills
- v. Ability to mobilize resources
- vi. Negotiation skills
- vii. Problem solving skills
- viii. Decision making skills

E. MANDATORY REQUIREMENTS FOR THE POSITION

Applicants MUST provide the following documents on application:

- i. Duly signed application letter.
- ii. A detailed Curriculum Vitae indicating current and previous employers, positions held, level of education and names of at least three professional referees.
- iii. Certified copies of academic and professional certificates.
- iv. Certified copy of National Identification Card or Passport.

Successful candidate will be expected to present the following clearance certificates:

- i. Valid Certificate of Good Conduct from the Directorate of Criminal Investigations.
- ii. Valid Clearance Certificate from Higher Education Loans Board (HELB).
- iii. Valid Tax Compliance Certificate from Kenya Revenue Authority (KRA).
- iv. Current Clearance from the Ethics and Anti-Corruption Commission (EACC).
- v. Current Report from an approved Credit Reference Bureau (CRB).

F. TERMS OF SERVICE AND REMUNERATION

- i. Appointment to the position is on a contract term of three (3) years, renewable once, subject to performance and retirement age.
- ii. The successful candidate will be offered a competitive remuneration package in accordance with the Company Policy.

ADDITIONAL INFORMATION

- a) Canvassing in any form will lead to automatic disqualification.
- b) Only shortlisted candidates will be contacted.
- c) Shortlisted candidates shall be required to produce original National Identity Card and academic and professional certificates during the interview.
- d) It is a criminal offence to present fake certificates/documents.
- e) KenGen is an equal opportunity employer, therefore, people with disabilities, the marginalized and the minorities are encouraged to apply.

Candidates who meet the above requirements should submit their application with a detailed CV and testimonials on or before 15th May, 2023 by 5.00 pm to the **Office of the Board Chairman** on 10th floor, **KenGen Pension Plaza II**, P.O. Box 47936 - 00100 Nairobi or to email address, executiverecruitment@kengen.co.ke clearly Titled and Referenced, "APPLICATION FOR THE POSITION OF MANAGING DIRECTOR & CEO, REF: "KENGEN/MD&CEO/01/04/2023"