



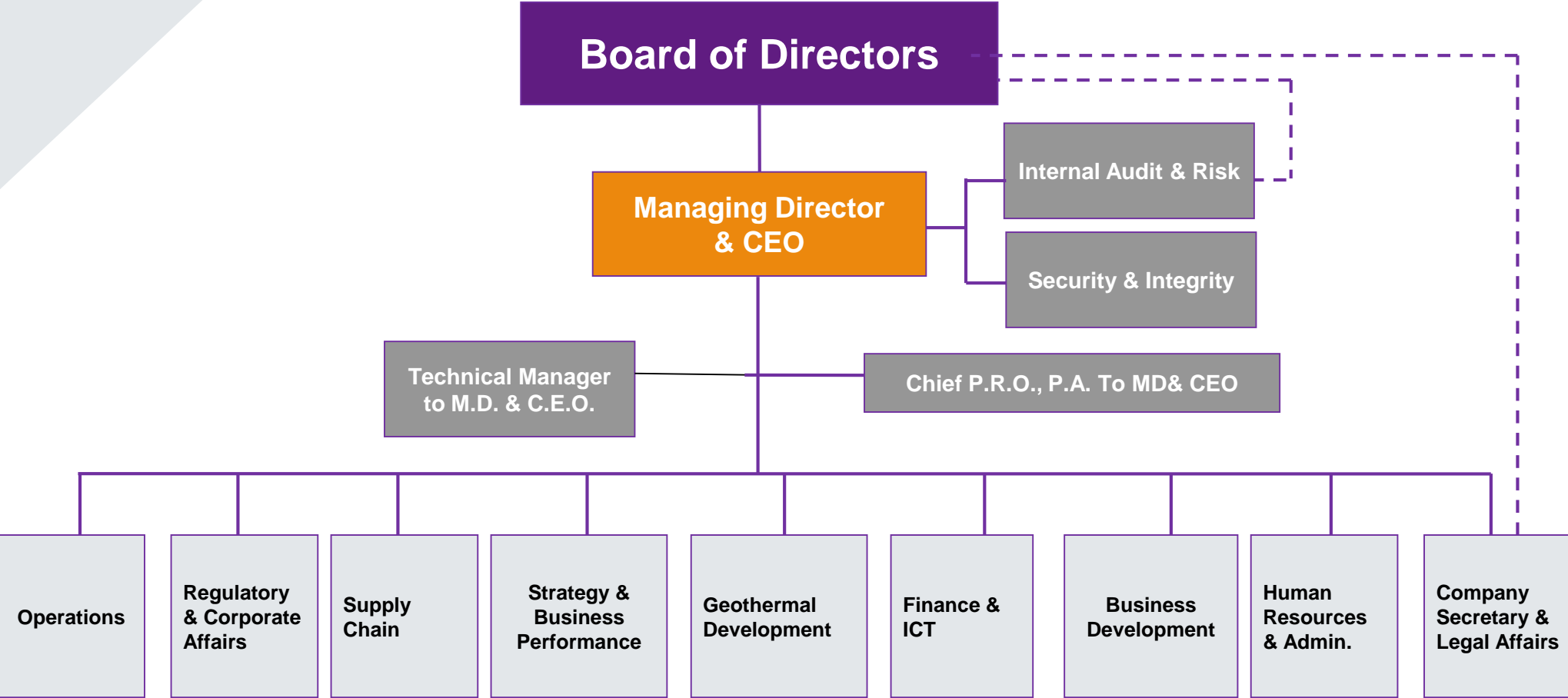
KenGen Divisional Organization Structure Review

New Structures for Divisions

KenGen's Current Level 1 structure

KenGen TOP ORGANIZATION STRUCTURE

----- Company Secretary and Audit are functions of the Board



RECOMMENDED STRUCTURE OPERATIONS DIVISION

Operations Director

Technical Assistant

Operation Manager
Eastern Hydros

Operations
Manager Western
Hydros

Operation Manager
,
Thermal

Technical
Services Manager

Operations
Manager C/Office

1. Asst. Manager, Eastern Hydros
2. (Chief Engineers stations (6) report to Asst, Manager position
3. Chief H.R. Officer , E/Hydros
4. Chief Admin. Officer
5. Chief Supply Chain Officer
6. Chief Civil Engineer
7. Chief Finance Officer
8. Chief I.C.T. Officer

1. Chief Eng., Sondu , Sangoro, Gogo
2. Chief Eng., Tech Services
3. Chief Engineer, Turkwel
4. Chief H.R. officer
5. Chief Admin . Off.
6. Chief Supply Chain Officer
7. Chief I.C.T. Officer
8. Chief Finance Officer

1. Chief Engineer, Diesel plant
2. Chief Engineer, Tech. Services
3. Chief Engineer, Kipevu III & Lamu
4. Chief H.R. Officer
5. Chief Finance Officer
6. Chief Supply Chain Officer
7. Chief Admin. Officer
8. Snr. ICT officer

1. Chief Engineer, Elec. plant
 2. Chief Engineer, Tech. Services
- Dotted reporting line
1. Asst. Mgr/Chief Engineers, Tech. Services (4) (Areas -)

1. Chief Engineer, G.T.
2. Chief Engineer, Wind
3. Chief Engineer, Protection Control & Automation
4. Chief Engineer, Internal Projects

1. Asst. Mgr Upper Tana
2. Snr. Eng. Tana
3. Snr. Eng. Wanjii
4. Snr E.ng., Tech. Services
5. Snr. H.R. officer
6. Snr Admin . Off.
7. Snr . Supply Chain Officer
8. Snr. I.C.T. Officer
9. Snr. Finance Officer



Geothermal Development Division

Geothermal Development Director

Chief Security Officer

Technical Assistant

Manager Geothermal Power Plants

Manager Resources Development

Manager Reservoir & Steam Field

Drilling & Logistics Manager

Asst. Supply Chain Manager

Asst. Manager, Human Resources & Admin.

Asst. Manager, Finance

Asst. Manager, ICT

- Chief Eng. Olk. I
- Chief Eng. Olk.1AU
- Chief Eng. Olk. II
- Chief Eng. Olk IV
- Chief Eng. W/Heads
- Asst. Mgr/Chief Eng. Tech. Services (2)

- C/Eng, C/Off. – Environment
- C/Eng, C/Off. – Resource Assessment
- C/Eng, C/Off. – Infrastructure
- C/Eng, C/Off. – Centre of excellence
- Quality & Safety officers
- Community Liaison officers

- C/Eng, Steam field Mgmt
- C/Eng, Reservoir Mgmt

- C/Eng, Planning & Logistics
- C/Eng, Drilling Operations
- C/Eng, Equipment Maintenance

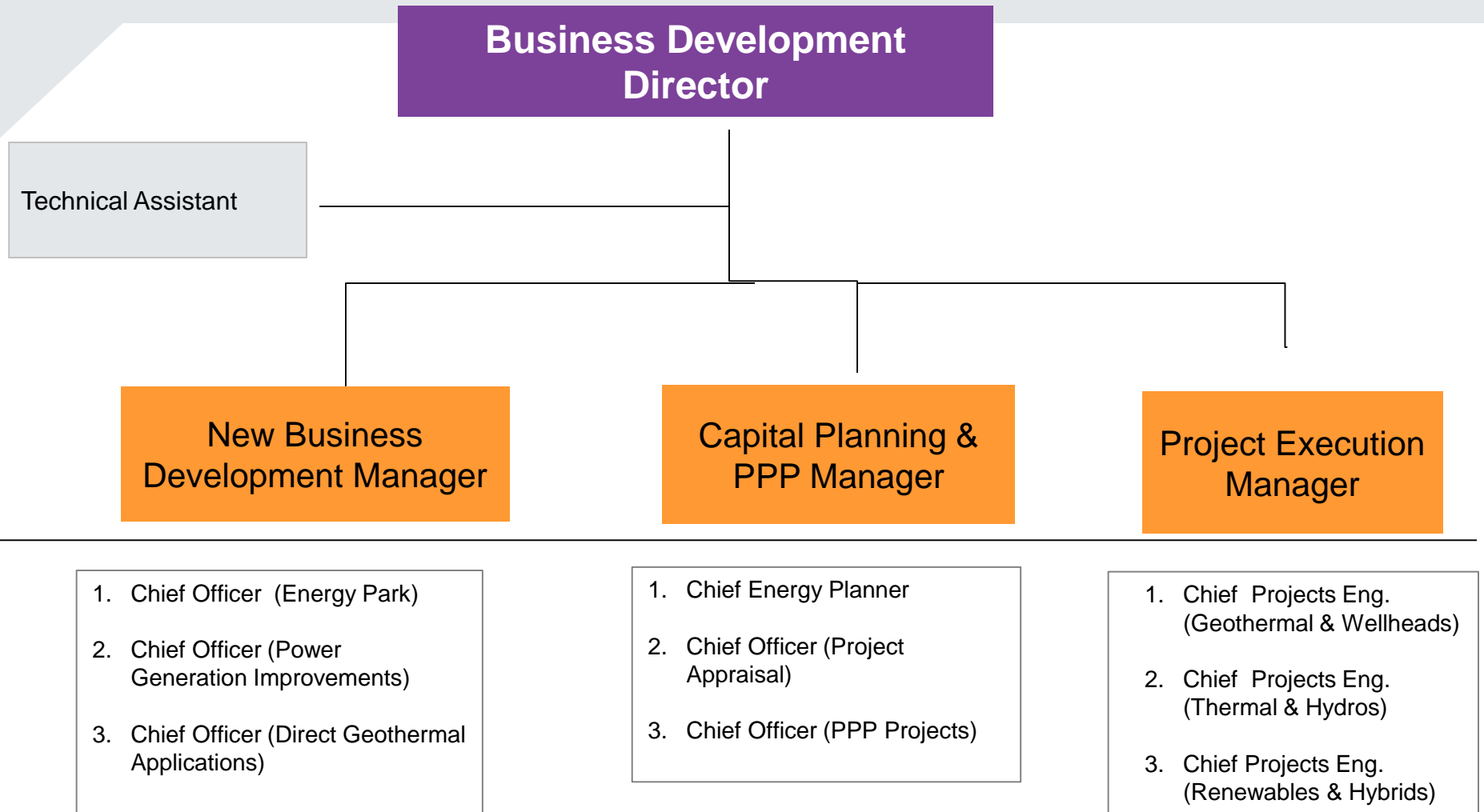
- Chief Supply Chain officer - Operations
- Chief Supply Chain officer – Geothermal Resource
- Chief Supply Chain officer – Inventory Management – G.D.D.

- Chief HRO- Olk
- Chief Admin. Off
- Chief Trans. Off

- Chief Finance Off.
- Chief Acct – Cost Accounting

- Chief ICT Off.

Business Development Division



Regulatory & Corporate Affairs Division

Regulatory & Corporate Affairs Director

Technical Assistant

Regulatory Manager

Quality & Safety Manager

Corporate & Community Affairs Manager

Environment & CDM Manager

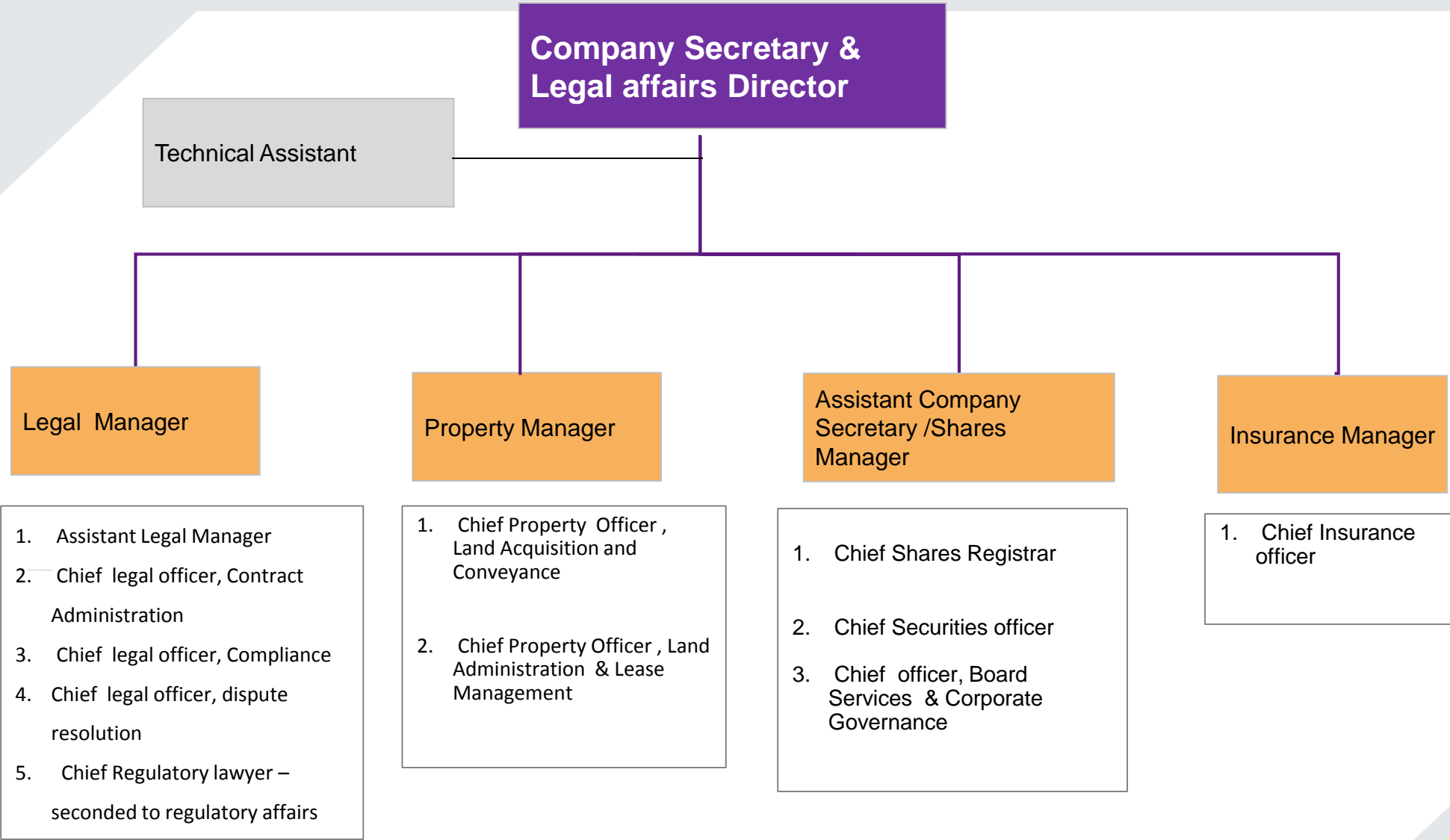
- 1. Chief Technical affairs Engineer
- 2. Chief Energy Economist

- 1. Chief Engineer, Quality
- 2. Chief Engineer, Safety
- 3. Chief Technical Assurance Engineer

- 1. Chief Comms. Officer, Media relations and publications
- 2. Chief Comms. Officer, Corporate Affairs & Internal Communications
- 3. Chief Community Affairs Officer

- 1. Chief Environmental Mgmt Officer (EMS,)
- 2. Chief C.D.M. Officer
- 3. Chief Environmental Officer- Olkaria

Company Secretary & Legal Affairs Division



Strategy & Business Performance Division

**Director Strategy &
Business Performance**

Technical Assistant

Strategy Development Manager

1. Chief Officer, Strategy Development , Alignment & Risk
2. Chief Strategy Monitoring & Evaluation
3. Chief officer, Business Performance & process analysis

**Innovation & Knowledge
Manager**

1. Chief Innovation officer
2. Chief Officer Research & Development
3. Chief Officer Knowledge Harvesting & Transfer

Supply Chain Division

Supply Chain Director

Technical Assistant

Supply Chain Manager
Logistics & Inventory

Supply Chain Manager-
Tenders & Contracts

1. Chief Supply Chain officer - Spares & Commodities
2. Chief Supply Chain officer - Inventory management

Dotted reporting line

1. Chief Supply Chain officer – Inventory Management , G.D.D.

1. Chief Supply Chain officer - Tenders Secretariat Coordination
2. Chief Supply Chain officer - Compliance & planning
3. Chief Supply Chain officer - Contracts Admin. & Monitoring

Dotted reporting line

1. Asst. Supply Chain Manager- Geothermal (Chief supply chain officers- GDD (2))
1. Chief Supply Chain officer - Thermal
2. Chief Supply Chain officer – W/ Hydros
3. Chief Supply Chain officer – E/Hydros

Finance & I.C.T. Division

Finance & ICT Director

Technical Assistant

Finance Manager

Corporate Finance Manager

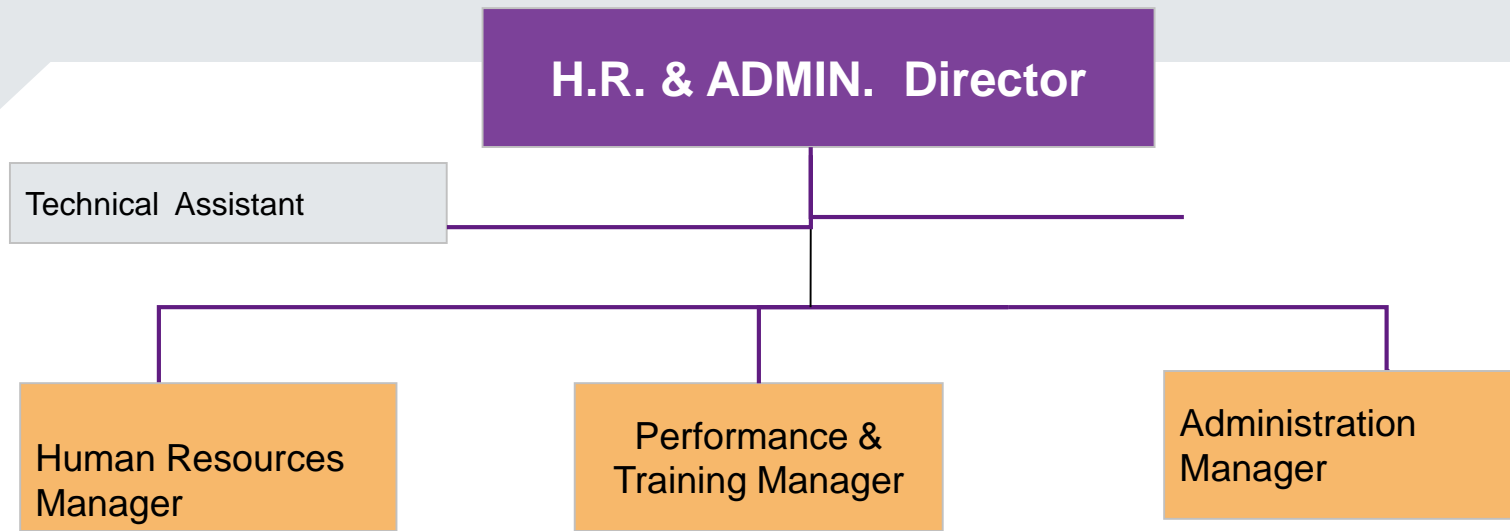
I.C.T. Manager

- 1. Chief Acct. , Financial Accounting
 - 2. Chief Acct. , Management Accounting & Systems
 - 3. Chief Acct., Payroll
- Dotted line to manager**
- 1. C.F.O., E/Hydros
 - 2. C.F.O, Thermal,
 - 3. C.F.O, Western
 - 4. Asst. Finance Manager, Geothermal

- 1. Asst. Manager, Taxation
- 2. Chief Accountant – Treasury
- 3. Chief Accountant – Project Finance
- 4. Chief Accountant PPA/Credit Control
- 5. Chief Officer, Investor relations
- 6. Chief Accountant, cost accounting

- 1. Chief ICT Officer, Security & Architectural planning
 - 2. Chief I.C.T. Officer , Infrastructure
 - 3. Chief ICT officer, Business Applications
 - 4. Chief ICT officer, Relationship management
- Dotted line to Manager**
- 1. Asst. ICT Manager, Geothermal
 - 2. C.I.O, E/ Hydros,
 - Senior Thermal,
 - Senior Western

Human Resources & Administration Division



1. Chief H.R. officer, Employee Relations
2. Chief H.R. Officer, Medicare & Wellness
3. Chief H.R. Officer, Planning & Recruitment
4. Chief H.R. Officer, Reward & Systems.

Dotted reporting line to Manager

1. Chief H.R. Officer , E/Hydros
2. Chief HR Officer, Thermal
3. Chef H.R. Officer, W/Hydros
4. Asst HR Manager ,Geothermal

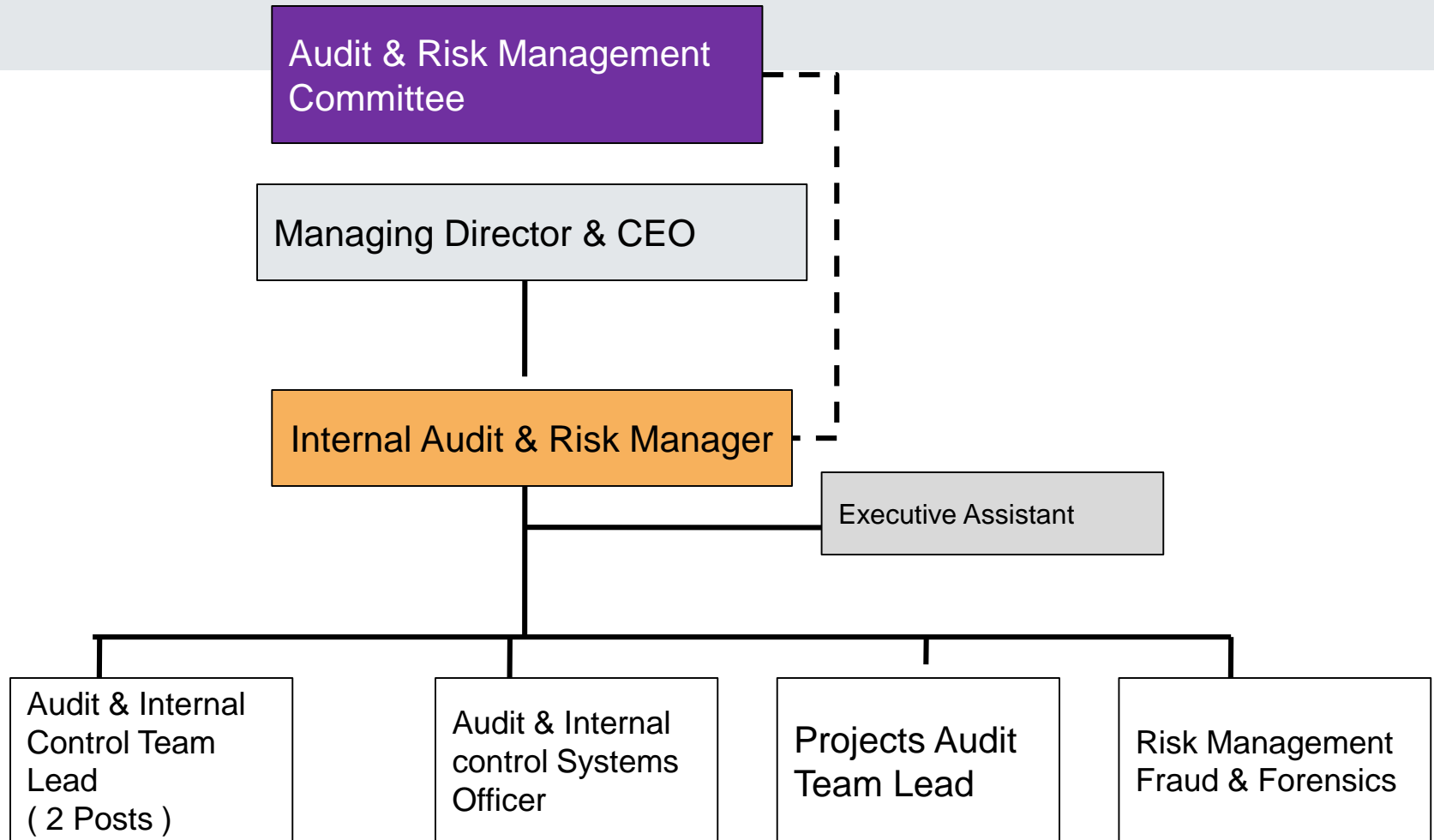
1. Chief H.R. Officer, Performance & Change Mgt
2. Chief H.R. Officer, T&D
3. Chief H.R. officer, Career Planning &Succession Management

1. Chief Engineer , Transport (C/O)
2. Chief Administration - Administration, C/Off.

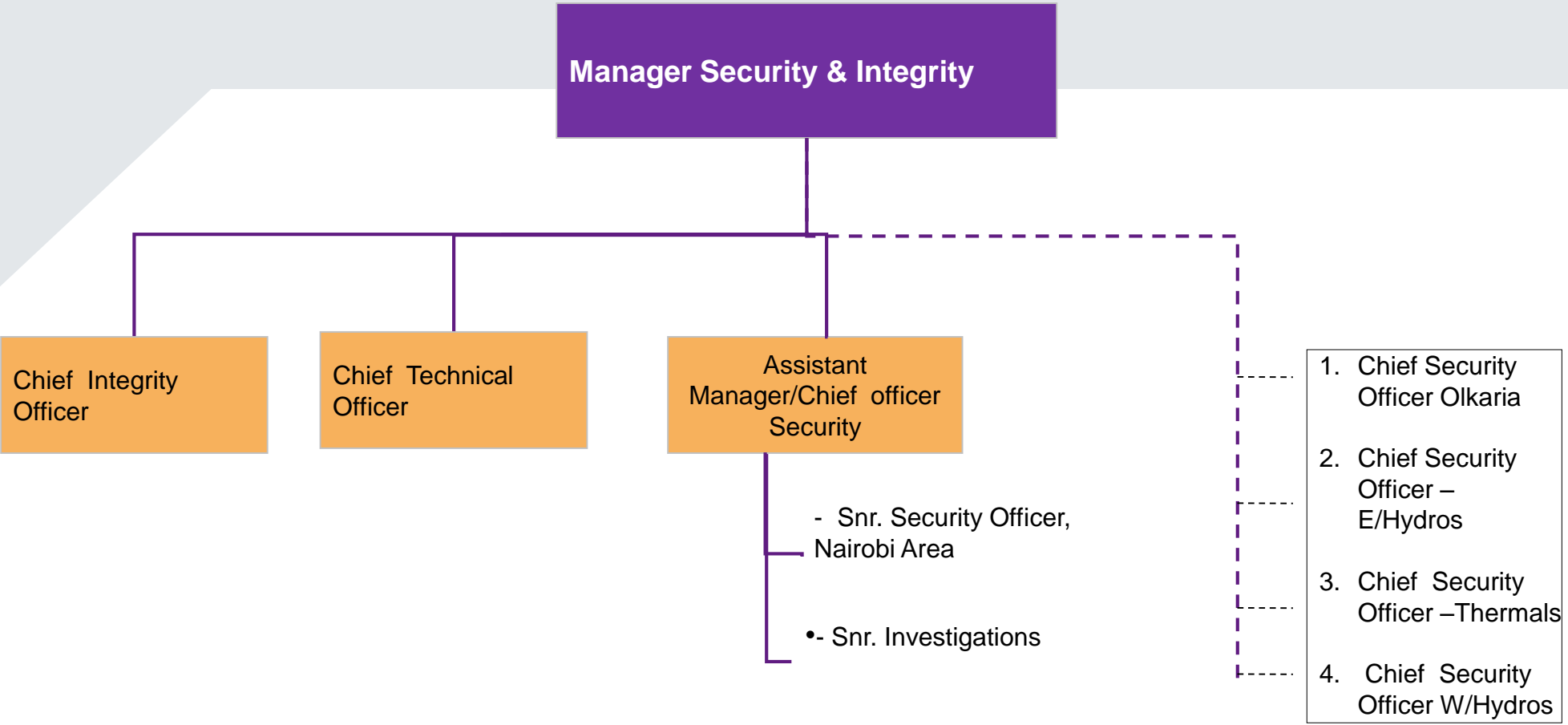
Dotted reporting line to Manager

1. Chief Admin. Officer E /Hydros
2. Chief Admin. Officer Thermal
3. Chief Admin. Officer W /hydros
4. Chief Admin. Officer, Geothermal
5. Chief Transport Officer, Geothermal

Internal Audit & Risk Structure



Structure – Security and Integrity Department



• Integrity officer (2)

• Technical Officer

- Snr. Security officer, Upper Tana
- Security Officer, Eastern Hydros
- Security officer, Olkaria
- Security Officer, Turkwel
- Security Officer, Sondu