



JOB ADVERTISEMENT

Kirinyaga County Water and Sanitation Company PLC, a public water utility company fully owned by the County Government of Kirinyaga, mandated to provide cost effective and affordable quality water and sanitation services to the residents of Kirinyaga County, is seeking to recruit self- driven individual for the position of;

JOB ADVERTISEMENT

Kirinyaga County Water and Sanitation Company Limited (KICOWASCO), a public water utility company fully owned by the county Government of Kirinyaga, mandated to provide cost effective and affordable quality water and sanitation services to the residents of Kirinyaga County, is seeking to recruit self- Internal driven individuals for the position of;

DISTRIBUTION AND SALES MANAGER.

The successful candidate will be part of cooperate Management team responsible for establishing long-term goals, strategies, plans and policies that are aimed at improving performance, service delivery, attaining growth and improving operational efficiency of KICOWASCO.

SNO	POSITION	TERMS OF ENGAGEMENT	N.O OF POSTS	DURATION OF ENGAGEMENT	JOB REFERENCE
1.	Distribution and Sales Manager	Contract	1	3 Years Contract	KICOWASCO 9/04/2025

Job Purpose

The manager is responsible for all the activities of the water utility regarding distribution and sales of water and sanitation services.

Responsibilities/Duties/Tasks

Reporting to the Managing Director, the Manager Distribution and sales will be responsible for;

1)Managerial/Supervisory Responsibilities

- Overseeing the performance of all activities within the distribution and sales department in order to ensure compliance with the relevant laws and regulations.
- Responsible for ensuring that departmental objectives, plans and activities are aligned to corporate objectives, vision and mission.
- Responsible for developing a sound business plan that covers sales, revenue, and expense control.

- iv. Responsible for development of a sound framework for development, management and maintenance of a water distribution system in the Company area to minimize non-revenue water.
- v. Identifying market niches suitable for targeted growth and development Of the company products and service portfolio.
- vi. Appraising, supervising, mentoring and coaching of all staff within the distribution and sales department to ensure business continuity.
- vii. Develop plans [long and short term] geared towards improvement of water and sewer distribution network and extensions.
- viii. Shall be directly responsible for management of any project within the water and sewer distribution network
- ix. Growing water and sewerage services coverage distribution width and depth within the allocated area of jurisdiction.
- x. Plan and implement, viable network extensions, renewals and rationalizations to increase the customer base and improve on service reliability.
- xi. Ensure that good water quality in the distribution network is maintained by routine flushing of mains and adoption of good water mains and service line repair practices
- xii. Analyze network performance [e.g. network pressures, frequency of leaks and bursts Vs areas/particular pipes] and advice Management on suitable remedial measures.
- xiii. Conducting product research and development according to market trends and customer demand.
- xiv. Regularly conducting water distribution infrastructure checks and recommending any necessary infrastructure development, maintenance replacement.
- xv. Developing /adopting and implementing various pro-poor interventions aimed at increasing access to water service for the urban poor in the low-income areas
- xvi. Carry out network balancing through continuous reservoir level monitoring; and pressure and flow measurements to enhance supply reliability.
- xvii. Ensure sound application health and safety practices are maintained for all activities in the section.
- xviii. Shall physically update network maps and ensure that the soft copy maps are up to date.
- xix. Ensure proper customer meter installation and effective meter reading.

PERSONAL PROFILE

- i. Bachelor's' degree in civil or Water engineering or related field with experience in water sector.
- ii. At least eight (8) years of relevant experience; three (3) of which must be at management level.
- iii. Ability to lead and supervise sales and distribution team
- iv. Competency in coaching and mentoring sales and mentoring sales and distribution staffs
- v. Strong leadership and problem-solving skills
- vi. Proficiency in ICT with strong MS office and internet use
- vii. Excellent planning, Organizational skills and good interpersonal skills.

TERMS OF EMPLOYMENT

The appointment will be for one contract term of **3 YEARS** renewable subject to satisfactory performance.

APPLICATION INSTRUCTIONS

Application packages in sealed envelopes, to include a cover letter, CV and copies of certificates and testimonials including the current and expected salary should be sent by post or courier to: -

**The Managing Director
Kirinyaga County Water and Sanitation PLC.
P.O BOX 360-10300
KERUGOYA.**

OR

Application can be sent to info@kicowasco.co.ke before the expiry of the closing date and time with the job references as the email subject.

Note:

Shortlisted candidates MUST satisfy the requirement of chapter six of the constitution of Kenya on leadership and integrity and will be required to provide the following valid documents on the day of interview

- i. Current certificate of good conduct from Director of Criminal Investigation Department*
- ii. Current Task Compliance certificate from Kenya Revenue Authority (KRA)*
- iii. A clean and current report from an approved credit reference Bureau (CRB)*
- iv. Clearance from the Ethics and Anticorruption Commission (EACC)*
- v. Clearance certificate from Higher Education Law Board (HELB)*

-The vacancy member should be clearly marked on the left corner of the outer envelope of the application package

-Only shortlisted candidates will be contacted

-Canvassing in any way will lead to automatic disqualification.

Kirinyaga County Water and Sanitation Company Limited is an equal opportunity employer

CLOSING DATE: 22nd April 2025 at 17:00Hours