



CAREER OPPORTUNITY

The Kenya Power & Lighting Company PLC is a well established and recognized leader in electricity distribution and retail in the region. KPLC is established as a limited liability company under the Companies Act, Cap 486, Laws of Kenya. The Company's key mandate is to purchase bulk electricity supply, distribute and retail electricity to end-user customers throughout Kenya. KPLC is at the forefront of spearheading accomplishment of Vision 2030. Kenya Power is seeking to recruit results driven and highly motivated individuals to fill the following exciting and challenging positions within the Security Services Department;

1. MANAGER, SECURITY SERVICES, CENTRAL OFFICE – MG 04

Job Ref. HR: KP1/5B.2/1/3/1558

This position will be reporting to the Managing Director & CEO, The key duties and responsibilities will include

- Advising the Chief Executive Officer and other Managers on appropriate protective/security policies and strategies.
- Formulating security policies, standards and strategies for the Company.
- Initiating the development & enforcement of security policies and standards in line with the operating framework.
- Monitoring and evaluating the implementation of the security strategy in line with policies, processes & procedures to deliver business objective. v. Coordinating conduct security audits, investigations and security risk assessments.
- Coordinating conduct of intelligence collection, analysis and dissemination to inform management on security situation and preparedness across the Company's operations.
- Coordinating conduct of security operations in their respective regions for effective management of Company security risks. viii. Resource county security teams to ensure achievement of security and Company objectives.
- Supervising Regional security Officers in achieving the security and Company objectives.
- Ensuring competent contracted security providers are outsourced in a timely manner for protection of Company Installations.
- Coordinating Preparation of security training programs and carry out sensitization initiatives to enhance compliance with Company security standards and policies.
- Ensuring incident response planning and investigation of security violations, contributing to disciplinary and legal matters associated with such violations as necessary.
- Maintaining an up to date databank of security incidents for analysis of trends.
- Disseminating security briefs, reports and management briefs with specific recommendations for action.

- Liaising with the National security stakeholders to champion Company's security agenda.
- Initiating security measures to prevent encroachment of Company wayleaves.
- Preparing the divisional security budget.
- Coaching, mentoring and developing the team to ensure optimal performance and effective succession planning.

Appointment Specification

- Bachelor's Degree in Security Management or its equivalent from a recognized Institution
- Minimum ten (10) years working experience in security function, five (5) of which should have been at a senior level or Minimum of ten (10) years in the discipline forces as a Commissioned Officer (military Officers) Or Gazetted Officer (police services), preferably five (5) years' experience in investigations either in the military police, military intelligence or the directorate of criminal investigations with a clean record of discharge from any of the disciplined forces.
- Professional Certification in a security field (security management, fraud, investigation, surveillance, intelligence, information security).
- Membership to a security professional body
- Demonstrated merit in work performance
- Leadership Skills
- Strategic Thinker
- Communication & Interpersonal skills
- Planning & Organizing Skills
- Team building skills
- Drive for results
- Problem Solving Skills
- Emotional Intelligence

2. CHIEF SECURITY OFFICER, REGIONS – MG 06

Job Ref. HR: KP1/5B.2/1/3/1559

This position will be reporting to the respective **Regional Manager**. The key duties and responsibilities will include

- Overseeing implementation of security measures and regulations by employees and customers in the Region.
- Safeguarding security of Company assets against theft, pilferage, damage, misuse or sabotage.
- Liaising with law enforcement agencies to ensure effective execution of security services
- Sensitizing internal and external customers on matters of general security, crime prevention and fraud control.
- Supervising contracted and seconded security personnel to ensure value for money.
- Undertaking security intelligence surveys and recommending necessary interventions.

- Undertaking investigations of motor accidents involving Company vehicles and taking the necessary actions.
- Evaluating changes to the regional security environment for impact and presenting findings to regional management.
- Carrying out risk assessments and making recommendations to management.
- Coordinating investigations on all acts of crime or any losses incurred against the Company and taking necessary action.
- Implementing strategies on business continuity planning, privacy, loss prevention and fraud prevention.
- Overseeing and coordinating security efforts across the region including information technology, human resources, communications and facilities management.

Appointment Specification

- Bachelor's Degree Security Management or its equivalent from a recognized Institution.
- Diploma in Criminology/Forensic Science or related field
- Military/Police Training
- Nine (9) years relevant work experience in security function; three (3) of which should be in a Supervisory level or Minimum of nine (9) years in the discipline forces as a Commissioned Officer (military Officers) Or Gazetted Officer (police services), preferably three (3) years' experience in investigations either in the military police, military intelligence or the directorate of criminal investigations with a clean record of discharge from any of the disciplined forces.
- Thorough understanding of Company business
- Strong Communication & Negotiation Skills
- Attention to details
- Problem Solving skills
- Creativity and innovation
- High levels of Integrity and Ethics
- Drive for results and achievement
- Commitment to Company Vision and Values

NOTE:

The Manager role on salary grade MG04 will be on renewable contractual terms for a period of five (5) Years based on performance and business requirements.

HOW TO APPLY

Interested persons should submit their applications **online** through **visiting Kenya Power website** on **<http://www.kplc.co.ke>**. Attach detailed Curriculum Vitae, copies of academic and professional certificates and other testimonials. Please note that we may use this information to conduct background verification during the recruitment process. Quote the title of the position you are applying for and include your mobile telephone contact and email address and to be received not later than **Friday, 9th August 2024**.

Only candidates offered employment shall present the following clearance certificates;

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

Canvassing will lead to automatic disqualification.

Kenya Power is an Equal Opportunity Employer.

Kenya Power does not charge any fee at any stage of the recruitment process *(application, shortlisting, interviewing, and/or offer)*