



SIBO WATER AND SANITATION COMPANY LTD

SIBO HQS
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Off Siaya – Boro Road

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JOB OPPORTUNITY IN SIBO WATER & SANITATION COMPANY LIMITED

Siaya Bondo Water and Sanitation Company LTD was established in 2006 under the Company's Act CAP 486, Laws of Kenya to provide clean, safe, affordable drinking water and Sanitation services in Siaya County. We are seeking to recruit exceptional employee with strong administrative, customer service oriented, organizational and leadership skills who seek to be part of result-oriented team.

MANAGING DIRECTOR – POSITION 1 (SIBO 7)

The Managing Director will report to the Company's Board of Directors based at the Company's Head Offices in Siaya Town. He/She will be responsible for efficient and effective management, planning, directing and controlling the operations of the Company to ensure that it effectively provides water and sanitation services in Siaya County and its environs.

Key Duties & Responsibilities

- 1) Providing leadership in the development and implementation of the company's strategic plans to enhance profitability and shareholder value, establishing, directing and managing the company's financial and operational systems, procedures and controls to ensure that they are professional, workable and sustainable.
- 2) Develop and recommend to the Board of directors' long-term strategic business plans including annual operating budgets and establish proper internal monitoring control systems /procedures.
- 3) Ensuring the business promotion is carried out as per developed strategic plan. Formulating and updating from time to time the corporate plan.
- 4) Providing organizations strategic leadership by directing establishment of short term and long-term organizational goals within the broad policy directive of the board and the formulation of appropriate policies and programs to ensure their attainment.
- 5) Prepare monthly, quarterly and annual reports to the Board of directors on performance of the company in line with approved budget.
- 6) Advising the Board on the overall performance in regards to objectives, targets and policies.
- 7) Represent the Company at National, International, Government and Community levels in matters of mutual concern, coordinate activities to ensure the company's best interest is being served and engages external partners for purposes of strategic partnership.
- 8) Nurturing the organization's Human resource by ensuring that appropriate management structures and policies are developed and implemented.
- 9) Coordinating and directing the company's overall operations to ensure that various departments and sections are confined with overall operational plans and performance targets.
- 10) Prepare business related proposals, reports and other submissions for consideration by the Board.
- 11) Providing strategic direction on new investments, business opportunities and change initiatives.
- 12) Participate in the deliberations of the various BOD Committees.
- 13) Assess community needs, ensure development and maintenance of good relations with the community and customers.
- 14) Ensure performance measures are designed to evaluate performance against the strategic plan.
- 15) Plan, assign and evaluates subordinates work performance as per the set targets.

- 16) Cultivating and encouraging staff productivity with result-oriented culture within the company.
- 17) Promoting sound corporate governance and ethical standards among within the company.
- 18) Any other duty as may be assigned by the BOD. from time to time.

Professional Qualifications, Knowledge, and Experience

The applicant should be in possession of the following qualifications: -

- Bachelor's Degree in Civil Engineering, Water/Waste Water Engineering, Environmental Science, Business related field, Economics, Finance or any other relevant field from a reputable University.
- Registered with the relevant professional body and member in good standing
- At least 15 years' work experience with a minimum of 10 years at senior level.
- At least over 10 years' experience at the senior level management in water sector will be an added advantage.
- Master's Degree in any of the above-mentioned fields will be an added advantage.
- Experience of implementing ERP systems and conversant with Water Billing Systems; computer literacy will be a mandatory requirement.
- Experience in Sewer, Civil, Environmental & Water Engineering
- Proven customer management and people management / leadership skills and experience.
- Meet the requirements of Chapter Six of the Constitution on Leadership and Integrity, and copies of the documents to be attached during application.
- Knowledge of relevant legislations and polices such as those of the Water Services providers, Water Services Regulatory Boards and Water Resources Management Authority
- Clear understanding of the Water Sector

This is a 5 years' renewable contract.

Qualified and interested applicants may apply by enclosing a cover letter, a detailed resume, copies of academic and professional certificates, testimonials, names and addresses of three (3) referees (including telephone and email contacts) to the following contacts not later than 22nd August 2024.

**Chairman Board of Directors
Siaya Bondo Water & Sanitation Company Limited.**

P.O.BOX 214-40600 SIAYA OR info@sibowasco.co.ke
(If you do not hear from us by 13th September 2024, kindly consider yourself unsuccessful.)