



SIBO WATER AND SANITATION COMPANY LTD

SIBO HQS
Opp. Siaya Police Station
Off Siaya – Boro Road

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REF: SIBOWASCO//REC/ADM/HR/1/2025/07

28th JULY 2025.

JOB VACANICES AT SIAYA BONDO WATER AND SANITATION COMPAY LTD (SIBOWASCO)

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.

JOB DESCRIPTION

Position:	Technical Services Manager
Department:	Technical Services
Reports To:	Managing Director
Terms of Engagements	Five (5) Years' Contract renewable based performance
Job Grade:	SIBO 6
Posts:	One (1)
Closing Date:	11 th August 2025

Job Summary:	To oversee SIBOWASCO technical operations for water and waste water; ensure that the technical assets of the Company are acquired, maintained and operated accordingly.
Key roles and Responsibilities	<ol style="list-style-type: none"> 1. Provide strategic and technical leadership in the Technical Services Department to ensure provision of high quality services to customers. 2. Steer the development of departmental policies, procedures and actions plans in line with the Company mission and objectives. 3. Overseeing sourcing, production, treatment and distribution of water in all Schemes in the Company; 4. Ensure that all water and sewerage services infrastructure is operational and maintained effectively in accordance with legal and Company policy and WASREB guidelines; 5. Provide overall supervision of major technical works/projects in the Company; 6. Support Engineers in ensuring quality and timely responses to requests in compliance with standards and procedures; 7. Ensure that technical services evaluation and audit are carried out and remedial actions are taken real time; 8. Ensure timely provision of good quality of water to all SIBOWASCO customers; 9. Ensuring regular, prompt and accurate preparation of water production and supply statistics; 10. Ensure the quality checks are carried out on time and remedial action taken; 11. Oversee preparation of comprehensive departmental reports and budgets, to Managing Director to facilitate decision-making; 12. Ensure development of departmental staff through training and motivation 13. Ensure that water infrastructure is operated and maintained to the required standards; 14. Advise the Company on the acquisition of capital assets and on all technical matters; 15. Provide technical expertise and advise in the acquisition of contractors and consultants for major works; 16. Participate in setting and evaluating performance targets for technical staff in the Company; 17. Oversee the planning and coordination of quality, maintenance and engineering (capacity works) related issues 18. Timely Preparation and submission of Departmental reports and budgets for timely decision making 19. Perform any other duty as may be assigned from time to time

JOB SPECIFICATIONS	
Education	<ul style="list-style-type: none"> Must have a Bachelor's degree in Water Engineering, Civil Engineering, Mechanical Engineering or electro-mechanical Engineering from a recognized university.
Professional Certification	<ul style="list-style-type: none"> Must be a certified Engineer registered with the Engineers Board of Kenya (EBK) or the Institute of Engineers of Kenya (IEK)
Experience	<ul style="list-style-type: none"> Have successfully served in a comparable position with similar responsibilities for at least five (5) years. Experience in the water sector will be an added advantage.
Technical Skills	<ul style="list-style-type: none"> i. Ability to plan, execute, monitor, control and close a project successfully. ii. Ability to handle technical customer inquiries, resolve complains and ensure real-time customer satisfaction iii. Ability to analyze data related to water quality, system performance and project outcomes and prepare reports for management and stakeholders ii. Familiarity with the Water Regulation Information System (WARIS) system and WASREB impact reports. iii. Strong analytical and problem-solving skills. iv. Knowledge of water service delivery models and performance indicators in the WASREB guideline.
Communication Skills	Excellent written and verbal communication skills with the ability to prepare high- quality reports and presentations.
Desired Competencies	<p>Strong organizational and time-management skills.</p> <ul style="list-style-type: none"> i. Demonstrated outstanding leadership, Integrity and dependability ii. Should have attended a management course lasting more than three (3) months. iii. Knowledge of regulatory frameworks for the water sector in Kenya (WASREB guidelines). iv. Ability to work under pressure and meet deadlines. v. A proactive approach to identifying problems and proposing solutions. vi. Ability to work both independently and as part of a team.

Shortlisted candidates will be required to provide the following requirements of chapter six of the Constitution of Kenya 2010 on leadership and integrity: -

- i. Current Certificate of Good Conduct
- ii. Tax Compliance
- iii. KRA PIN certificate
- iv. Clearance certificate from Credit Reference Bureau
- v. Clearance from Ethics and Anti-Corruption Commission (EACC)
- vi. Clearance certificate from Higher Education Loans Board (HELB)

Application Instruction: Qualified and interested applicants may apply through hand-deliver or email by enclosing a cover letter; a detailed resume with names and addresses of three (3) referees (including telephone and email contacts); copies of academic and professional certificates; and testimonials to the following contacts not later than 11th August 2025.

The Managing Director
Siaya Bondo Water & Sanitation Company Ltd.,
P.O. Box 214-44060
Siaya

Email sibowasco@gmail.com

Any canvassing will lead to automatic disqualification