

A. MANAGING DIRECTOR – (ONE POST) REF:- OMWASCO/2025/MD/01

The Board of Directors of **OMWASCO PLC** invites applications from qualified, visionary, and results-driven professionals for the role of **Managing Director**.

This is a senior executive role responsible for providing strategic leadership, governance, and operational oversight to ensure effective service delivery, regulatory compliance, and the company's long-term sustainability.

About the Company

OMWASCO PLC is a limited liability company incorporated under the Companies Act, 2015 as a Water Service Provider (WSP) company wholly owned by the County Government of Nyeri. The company is mandated to provide efficient and economical provision of water and sanitation services within Othaya and Mukurweini constituencies.

Job summary

To fulfill this mandate, OMWASCO PLC is seeking to recruit a motivated, qualified, experienced, self-driven professional and results-oriented visionary leader with a strong commitment to OMWASCO PLC mandate to fill the role of the Managing Director. The Managing Director will be the Company's accounting officer overseeing the day to day implementation of the Company's Mandate, is the principal Company spokesperson, executes and communicates the Board's strategies and decisions. The Managing Director is tasked with reporting to the Board of Directors, and the successful candidate is expected to implement the Company's Strategic Vision and Mandate.

As the Vision bearer, the Managing Director shall lead, co-ordinate and motivate the staff of OMWASCO PLC, be innovative and spearhead the Company's change management while ensuring operational efficiency, service delivery and performance. Working with the Board, the Managing Director shall be the face of the Company, collaborate, engage and network with various stakeholders and management.

Key Duties and Responsibilities

1. Lead the water companies' management team and shall be responsible for the day to day operations of the company;
2. Develop and recommend to the Board the long- term strategy, Corporate plans, performance management, and establish appropriate internal monitoring and control systems and procedures to support the achievement of the Company's Mandate;
3. Prepare and recommends annual budgets to the Board for approval and ensure prudent utilization of Company resources as per guidelines provided by the Government while ensuring accurate and timely audits;
4. Ensure compliance with all applicable policies, laws, regulations and procedures;
5. Build and manage relationships with Key stakeholders to mobilize resources for the Company and develop strategies to increase funding to meet the objectives of the Company;
6. Represents the Company at national and international stakeholder forums, including government bodies, donors and the community;
7. Coordinate and prepare business-related proposals, projects, reports and other submissions for consideration by the Board;
8. Coordinate the Company's development programs, project formulation, funding implementation, appraisal, monitoring and evaluation
9. Identify and source for suitable development partners and beneficiaries for collaboration;
10. Establish internal monitoring and controls systems and procedures in line with the Company's guidelines and best practice;
11. Ensure regular, thorough and prompt communication to the Board on key financial, technical and administrative matters;
12. Provide leadership to Management and be a link between the Board and Management;
13. Develop and institutionalize an effective performance management culture and ensure the Company has an effective performance management system;
14. Maintain a conducive work environment for attracting talent, retaining and motivating employees and foster a corporate culture that promotes ethical practices and good corporate citizenship and high performance;
15. Initiating training and sensitization programs for employees and water users;
16. Foster conducive corporate culture that promotes ethical practices and good governance in line with the Constitution of Kenya;

17. Leading a cultural transformation and organizational restructuring to position the utility as a leader in the water sector;
18. Driving Business automation to leverage on technology and improve on operational efficiency, effectiveness and business growth.

Eligibility Criteria

To be eligible for appointment persons shall meet the following requirements:

- i) Be a Kenyan citizen;
- ii) Be a holder of a Bachelor's degree from a university recognized in Kenya in either of the following backgrounds: Civil Engineering, Water Engineering, Business Management, Finance, Development Studies, Environmental sciences, Economics, Law or equivalent qualifications;
- iii) A postgraduate qualification shall be an added advantage;
- iv) Must have a relevant Professional qualification, membership to a professional body where applicable and must be in good standing;
- v) Must have a minimum of fifteen (15) years working experience, ten (10) of which must be in a senior management position in water sector (attach appointment letter or any other relevant document);
- vi) Experience in senior leadership in the Kenyan water sector is an added advantage (Attach evidence);
- vii) Must be versed with water sector reforms and operations in Kenya;
- vii) Competency in Management information systems relevant to the water sector;
- viii) Have demonstrated high leadership and management capability;
- ix) Must be a dedicated person of integrity and proven track record;
- x) Excellent communications skills;
- xi) A leadership or management course training lasting more than 6 weeks shall be an added advantage.
- xii) Demonstrated track record in change management and transformative leadership.
- xiii) Must fulfill the leadership and integrity criteria under the Constitution Chapter 6 and attach the following documents not older than 3 months at the date of submission:

a) Certificate of Good Conduct from Directorate of Criminal investigations

(DCI)

- b) Clearance Certificate from accredited Credit Reference Bureau (CRB)**
- c) Clearance Certificate from Higher Education Loans Board (HELB)**
- d) Valid Tax Compliance Certificate from Kenya Revenue Authority (KRA)**
- e) Clearance Certificate from Ethics and Anti-Corruption Commission (EACC)**

Skills and Competencies

1. Possess analytical, planning and leadership skills;
2. Strategic and innovative thinking;
3. Ability to prepare and present briefs under pressure and meet tight deadlines;
4. Be digital literate and conversant with computer online and platform applications;
5. Possess good oral and written communication skills including report writing;
6. Demonstrate a high degree of professionalism and competence in the work performance;
7. Possess negotiation and conflict resolution skills;
8. Resource mobilization skills; and
9. Have good interpersonal, negotiations and high leadership qualities.

Terms of service and remuneration

OMWASCO PLC offers a competitive remuneration package in line with public service guidelines.

The position of the Managing Director will be on a **contract basis** renewable based on delivery of set performance targets and evaluation by the Board of Directors. A competitive remuneration will be paid in accordance with OMWASCO PLC Terms and Conditions of service.

Application Instructions

Interested qualified candidates should submit their Application packages in a sealed envelope clearly marked “**APPLICATION FOR THE POSITION OF MANAGING**

DIRECTOR IN OMWASCO PLC - JOB REF: OMWASCO/2025/MD/01” which should include cover letter, Curriculum Vitae (CV) including names of three referees and their full contacts, certified copies of academic testimonials, professional certificates, proof of work experience/ recommendations from previous and current employer, national identity card, and two (2) colored passport size photos.

The application should reach the below address **on or before 23rd September 2025 at 11.00am**

Suitable qualified candidates are invited to apply.

All applications should be sent by hand delivery, post or courier addressed and delivered to:

Address to:
THE CHAIRPERSON
BOARD OF DIRECTORS
OTHAYA MUKURWE-INI WATER & SANITATION PLC (OMWASCO)
P.O. BOX 482 – 10106
OTHAYA, KENYA

Note:

OTHAYA MUKURWE-INI WATER & SANITATION PLC (OMWASCO) is an equal opportunity employer and encourages women and persons with disabilities to apply;

Only shortlisted candidates will be contacted; and

Any form of canvassing will lead to automatic disqualification.

