KETRACO
Kenya Electricity Transmission Company Limited
"Stable Power Grid - Mfumo Thabiti wa Umeme"

GENERAL MANAGER TRANSMISSION PLANNING & PROJECT DEVELOPMENT (KET 2) ONE (1) POSITION KETRACO/5/1C/40/241/VOL I - B (11/2026) ON FIVE (5) YEAR CONTRACT RENEWABLE ONCE

Reporting to **Managing Director.**

Job Purpose

To lead the planning, development and preparation of transmission projects by ensuring bankable project pipelines, sound system studies and compliance with regulatory and social and environmental frameworks to support reliable and least-cost grid expansion.

Key Responsibilities

i). Provide strategic leadership in the development and implementation of policies, procedures, guidelines and methodologies governing Transmission Planning & Project Development to ensure alignment with corporate and sectoral priorities;

ii). Approve and provide strategic oversight on project concepts, including scope, feasibility, cost estimates, scheduling and overall project viability in line with national energy priorities;

iii). Advise senior management and the Board on strategic matters relating to transmission system planning, system studies, project preparation, resource mobilization, frameworks, PPP initiatives and environmental and social safeguards;

iv). Oversee timely and quality delivery of key project development outputs, including feasibility studies, system models and simulations, transmission master plans, technical specifications, conceptual designs, bidding documents, resource mobilization initiatives, PPP reports and ESIA/RAP documentation within approved scope, cost and timelines;

v). Oversee the development, review and monitoring of Transmission Master Plans, the Least Cost Power Development Plan and the Integrated National Energy Plan to ensure long-term system adequacy and sustainability;
vi). Provide technical and strategic input into the development and review of transmission tariffs, wheeling charges, annual revenue requirements and licence fees for submission to the energy regulator;
vii). Lead participation in regional power planning initiatives, including development and implementation of cross-border transmission frameworks and regional integration programs;
viii). Ensure compliance with applicable legal, regulatory and policy frameworks governing transmission system planning, project development, environmental and social safeguards and public-private partnerships;
ix). Oversee optimization of internal processes, systems and workflows to enhance operational efficiency, service delivery and institutional effectiveness within the Directorate;
x). Lead the formulation and execution of the Directorate's annual budgets, procurement plans and work plans to support effective and sustainable project development;
xi). Direct enterprise risk management within the Directorate, including implementation of mitigation measures and updating of the risk register to safeguard project outcomes;
xii). Provide leadership and performance management to staff within the Directorate to drive accountability, innovation and delivery of results;
xiii). Oversee quality assurance and institutional standards, including coordination of ISO certification processes and implementation of quality management systems within the Directorate;
xiv). Provide technical input in development, implementation and review of the Company's strategic plan, vision, mission and objectives;
xv). Provide strategic leadership in establishing, nurturing and strengthening collaborations and partnerships with Government agencies, development partners, the private sector and other key stakeholders to enhance synergy, resource mobilization and effective delivery of the Directorate's mandate;
xvi). Lead in the formulation, implementation, monitoring and review of the Directorate's annual budgets, procurement and disposal plans, performance contracts and annual reports to ensure prudent resource utilization, operational efficiency and alignment with the Company's strategic priorities and governance frameworks;
xvii). Provide strategic leadership in supervising, coaching, mentoring and developing staff to foster a high-performing, motivated and ethical workforce that effectively delivers on the Directorate's mandate;
xviii). Guide the formulation, implementation, monitoring and continuous improvement of the Directorate's risk management policies and frameworks to

ensure robust systems for accountability, enterprise risk management and business continuity;

xix). Oversee the development, implementation and periodic review of the Directorate's Citizen Service Delivery Charter to enhance accountability, transparency and service excellence in addressing stakeholder needs and expectations;

xx). Foster and entrench a conducive corporate culture that upholds ethical conduct, integrity, professionalism and good governance within the Directorate, in line with the Constitution of Kenya, 2010 and the Corporation's core values;

xxi). Champion the development and implementation of corruption prevention and mitigation strategies in the Directorate;

xxii). Spearhead the implementation of principles of Corporate Governance, relevant national policies, guidelines and directives within the Directorate;

xxiii). Provide strategic oversight and management of all Directorate activities to ensure effective coordination, operational efficiency and smooth execution of its mandate;

xxiv). Provide leadership to Directorate and chair the Directorate meetings;

xxv). Ensure the preparation and submission of periodic reports in the Directorate.

xxvi). Responsible for the implementation of Company's resolutions and audit recommendations within the Directorate;

xxvii). Provide regular, thorough and prompt communication to the Directorate's staff on key technical, financial and administrative matters.

xxviii). Articulate issues relating to Company's mandate in national and regional stakeholders forums;

xxix). Appraise the direct reports.

Qualifications & Skills required

i. Master's degree in any relevant fields from recognized University;

ii. Bachelor's degree in any of the following fields: - Electrical and Electronic Engineering, Civil/Structural Engineering, Environmental Science, Environmental Planning and Management, Geography Geology, Sociology, Anthropology, Social Work/Social Development, Community Development or equivalent qualification from a recognized and accredited institution;

iii. Registered Professional where applicable;

iv. Corporate Member for engineers and Membership to relevant professional body for other professions where applicable;

v. Certificate in Leadership course lasting not less than four (4) weeks from a recognized institution;

vi. Valid Practicing License where applicable;

vii. Cumulative service period of (15) years' relevant work experience, three (3) of which should have been at the grade of Manager or in a comparable position.

Working Conditions - office setting with regular field assignments locally, regionally and internationally.

MANDATORY REQUIREMENTS FOR ALL POSITIONS

Applicants MUST provide the following documents on application:-

i). A Signed application letter;
ii). A detailed Curriculum Vitae indicating current and previous employers, positions held, level of education, current and expected salary, notice period required to take up appointment and names of at least three professional referees;
iii). Copies of academic and professional certificates; and
iv). Copy of National Identification Card or Passport.

Important Information to note:

i). Candidates should provide all the details requested for in the advertisement. It is an offence to include incorrect information in the application;
ii). Only shortlisted and successful candidates will be contacted;
iii). Canvassing in any form will lead to automatic disqualification;
iv). Shortlisted candidates shall be required to produce originals of their National Identity Card, academic and professional certificates during interviews; and
v). It is a criminal offence to present fake certificates/documents.

Only Successful candidates will be expected to present the following Chapter Six Clearance Certificates : -

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

The Company is an Equal Opportunity Employer and is committed to implementing the provisions of the Constitution – Chapter 232 (1) on fair competition and merit, representation of Kenya's diverse communities and affording equal employment opportunities to men and women, members of all ethnic groups and persons with disabilities. **THEREFORE, PEOPLE WITH DISABILITIES, THE MARGINALIZED, THE MINORITIES AND FEMALE CANDIDATES ARE ESPECIALLY ENCOURAGED TO APPLY.** Applications without the relevant qualifications, copies of documents/details as sought for will not be considered. ***Only shortlisted candidates shall be contacted.***

Interested candidates fulfilling the required qualifications should submit their application clearly indicating the position applied for and vacancy Reference No. as the subject heading via the **joblink** posted on KETRACO website. Hard copies shall not be considered.

NOTE: These positions are open to **KENYAN Citizens ONLY.**
The successful candidates for the positions will be offered competitive remuneration package in accordance with the Company guidelines. Candidates who meet the above requirements should submit their applications by **4th December 2026 at 5.00pm** to reach: -

The Managing Director/CEO
Kenya Electricity Transmission Company Limited,
KAWI Complex, 4th Floor,
Popo Road, South C, along Red Cross Road,
P.O. Box 34942 – 00100,
NAIROBI.